MURRAY STATE UNIVERSITY
FACULTY SENATE
January 20, 2004

Present: B. Almquist, T. Begley, T. Cantarella, C. Coleman, J. Dillon, B. Driver, R. Ebert, S. Gill, R. Gupta, A. Hall, K. Jesswein, B. Menchinger, S. Muller, J. Navan, O. Muscio, B. Naugle, B. Palmer, P. Pittman-Munke, W. Rose, W. Schell, S. Schneiderman, Z. Smetana, M. Southerland, T. Strieter, E. Thome, M. Wattier, S. White, S. West, M. Wiggins, and P. Williams. **Proxy:** J. Schatz for L. Bartnik, University Libraries. **Media:** Elizabeth Cawein, The Murray State News; Kristin Taylor, The Murray Ledger & Times.

Absent: W. Beasley, J. Crofton, K. Garth, S. Miles, and M. Morgan.

The Faculty Senate of Murray State University met in regular session on January 20, 2004. The minutes of December 3, 2003, were approved as written.

REPORTS

Board of Regents

Regent Strieter reported on the regular Board meeting of December 5, 2003. The board approved a new four year contract for the president for $220,000; bringing his salary more in line with the other Kentucky institutions. Regent Strieter consulted with faculty and supported the increase. Dr. Alexander donated $25,000 of this increase to the Campaign for Waterfield Library.

The board reaffirmed a family alumni grant that currently impacts approximately twenty students. Incoming children and grandchildren of alumni are eligible for a tuition discount. The board also approved county waivers for students from Metropolis, Illinois, and Evansville, Indiana.

Plans were reviewed for a new residential college, Phase One of the science complex, and the recreation and wellness center. Completion of Phase One of the science building is scheduled for the Summer of 2004; the recreation and wellness center for December 2004. Construction of both is on schedule.

The university reestablished an ROTC program in partnership with Western after a six year absence.

Regent Strieter participated in the winter commencement and reported a record number of 879 graduates. He will attend a legislative reception in Frankfort on February 4. He explained the budget reductions of approximately $2.9 million recently ordered by the Governor. The university administration had anticipated the first recurring cut of two and one half percent. The second reduction encompasses restricted funds. Variations across the state are due to benchmark

funding models. Murray State recently changed benchmarks which helped somewhat. The president has placed a hiring freeze on current and future positions, which is impacting 70 positions. He invited Dr. Strieter and President Gill to meet with him on January 12, and briefed them on the budget reductions. He explained that the process is on-going in the legislature. The university presidents have agreed to work together and with the legislature to reduce amounts of cuts. He indicated that programs and offerings at our satellite campuses will be impacted; however, scheduled classes off and on campus will not be cancelled. Unproductive programs will be scrutinized. His view is to hold Fall 2004 enrollments with a slightly smaller freshman class and will advocate this to the board. There will not be any reduction in salaries for this year.

The next meeting of the board is scheduled for February 27. Regent Strieter then responded to questions. Senator Wattier, government, law, and international affairs, noted that ITV equipment is becoming antiquated with what other institutions are able to provide and asked if there is a chance for upgrades. Regent Strieter responded that upgrades as these cannot be expected this year and future upgrades are dependent on the budget climate. Another senator noted that they understood the board's actions, but pointed out that the president received an increase in salary of almost 20 percent and that faculty and staff last year received less than three percent (3%). Regent Strieter defined unproductive programs as those with low enrollment and graduation rates. However, some benefit with external grants and scholarly productivity.

Senator At-large Schell expanded the discussion of programs to those outside the academic departments; specifically, athletics. Benefits of a football program were noted; such as, marketing the university and providing scholarships. He added, however, that in a fiscally trying environment those benefits should be weighed against productivity. Regent Strieter reported that the athletic director has been willing to come to the Faculty Senate and discuss athletics. The senate referred discussion of inviting him to the executive committee.

Senator Dillon, journalism and mass communications, expressed concern over incremental increases to internet-based course tuition this year. Regent Strieter reported that the board passed one increase for this academic year, but was unaware of additional increments. The senate discussed online fees at some length and asked where the fees are being applied. It was noted that our fees seem to be higher than at the other Kentucky regional universities. Limiting students' rights to choose course load was questioned. Graduate students seem to be impacted the most. The academic policies committee was asked to study costs associated with on-line courses. Regent Strieter was able to provide some information but will ask the president about mid-year increments.

Regent Strieter recently accepted an MSU basketball on behalf of the faculty. He wishes to place it and a football received last year in the Faculty Club and asked that the senate pursue getting a display case with the Faculty Club Board.

Academic Policies – No report; has not met since the last senate meeting.

Finance – No report, has not met. Chair Rose announced the next scheduled meeting in three weeks and solicited comment on current issues.

Governmental Affairs – No report; has not met. Chair Pittman-Munke added that Regent Strieter has thoroughly covered the state situation and its direct application to us. She added that from COSFL listserv discussions it seems that Western is suffering more.

Handbook and Personnel

Chair Southerland reported that the committee met on January 13 and approved changes to the preface and Section 1.6.4, Advisory Committees. These sections will be distributed by email to senators and presented for a vote at the February 3 senate meeting. The committee will meet next week to review Chapter 4. Chapters 3-6 provide accessibility to current information and services for faculty. Information in Chapters 3 and 5 will be merged into one chapter to become more user friendly. She reported there has apparently been no movement on previously passed items. Regent Strieter has emailed the president on these items.

Rules, Elections, and Bylaws

Vice President Muscio reported that the guidelines for the Regents' Teaching Excellence Awards have been distributed to academic departments.

Executive

President Gill reported that Regent Strieter summarized their meeting with the president and state items thoroughly and accurately. She added that the president wants to keep faculty informed and aware of the budget situation.

She has been informed that the student evaluation questions have been reviewed by the university attorney and that the president will move the process forward.

Academic Council

> **Undergraduate Studies Committee** met and had three first readings and no second readings.
>
> **Graduate Studies Committee** will meet this week. Senator Schell will continue on the committee.
>
> **Library and Academic Support Committee** – No report.

Insurance and Benefits

Chair Garth was unable to attend the senate meeting but the Faculty and Staff Insurance and Benefits Committee will meet tomorrow.

Residential Colleges

Vice President Muscio announced that a College Bowl team will be selected from quick recall teams. Individual colleges have events scheduled in association with Dr. Maya Angelou's visit to campus on February 24.

Council on Faculty Development

Regent Strieter reported that the first grants were awarded on January 6. All academic colleges were represented with submissions and approved funding proposals. Fourteen out of twenty proposals were approved. New proposals are due March 22.

Task Force for Diversity – No report.

Dean of Libraries Search Committee – Vice President Muscio reported that a new dean has been selected.

The senate adjourned at 4:30 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
February 3, 2004

Present: B. Almquist, L. Bartnik, T. Begley, T. Cantarella, C. Coleman, J. Dillon, B. Driver, R. Ebert, K. Garth, S. Gill, R. Gupta, K. Jesswein, B. Menchinger, S. Miles, M. Morgan, S. Muller, J. Navan, O. Muscio, B. Naugle, B. Palmer, W. Rose, W. Schell, Z. Smetana, M. Southerland, T. Strieter, E. Thome, M. Wattier, S. West, M. Wiggins, and P. Williams.
Media: Elizabeth Cawein, *The Murray State News*.
Guest: Dr. John Yates, Dean, Continuing Education and Academic Outreach
Absent: W. Beasley, history, J. Crofton, physics, A. hall, adolescent, career, and special education, P. Pittman-Munke and S. Schneiderman, at-large, and S. White, biology.

The Faculty Senate of Murray State University met in regular session on Tuesday, February 3, 2004, in the Barkley Room of the Curris Center. The minutes of January 20 were approved as distributed.

REPORTS

Online Course Fees

The senate had invited Dean Yates, continuing education and academic outreach, to present some information on online course fees. President Gill introduced him and thanked him for coming. He had comprehensive answers to questions from the last meeting and presented senators with a handout (included as part of these minutes). President Gill encouraged future interaction on the floor of the senate leading to information of this nature. Most issues require time to further explore. She thanked Dean Yates again for thoroughly explaining the online course process.

The annual report for 2002-03 for Continuing Education and Academic Outreach is online at http://ceao.murraystate.edu/annualreport.htm.

Board of Regents - Regent Strieter has corresponded with Dr. Alexander on the discussion of online course fees at the last meeting, the slow progress of *Faculty Handbook* materials, and the budget. The president suggested that Dean Yates come and explain the fees. Regent Strieter and the senate welcomed the information which explained a lot of the issues. The president indicated that the approval process on handbook items would be speeding up. Regent Strieter expects items on the February 27 Board agenda.

Increased Fall 2003 enrollment, revenue from online courses, expansion at the satellite campuses, in addition to resources held back in anticipation of reductions, will lessen the impact of state reductions at MSU. Still, the university expects to raise tuition by 13 to 16 percent next year to meet its budget. At the state level, there will be no more cuts in the new biennium; however, the two and one-half percent recurring continues. Issuing of bonds to fund the second phase of the science complex has been approved. The telecommunications systems management program will continue to be financed without "Bucks for Brains" funds, which are excluded from the state budget. Regent Strieter explained that MSU did not receive a significant amount of these funds anyway. Regent Strieter was asked about the closing of Wickliffe Mounds. He is not sure that this will happen.

Academic Policies - Chair Thome reported that the committee did not have a quorum at its January meeting. The committee will meet next Tuesday, February 10.

Finance - Chair Rose reported the committee has not met this semester but will also meet next Tuesday at 3:30 p.m. in FH306.

Governmental Affairs - No report.

Handbook and Personnel

Chair Southerland had a follow up to Regent Strieter's report. The provost and president have met and went over Section 1.8 of the *Handbook.* The provost reports that they have reviewed other sections and will proceed with these revisions. The committee will review the university's non-discrimination clause and examine the inclusion of sexual orientation at its next meeting on February 24.

The committee met on January 20 and approved revisions to Sections 1.6.4, Advisory Committees. These were forwarded to senators on January 21. The committee began work on this section in November 2002. Each of the committees has reviewed and modifications have been made at suggestion of various committees. Some committees have been added that have been put in place in recent years and some removed or changed to a standing committee. The provost's office has reviewed. Two friendly amendments were accepted. An organization abbreviation in Section 1.6.4.3 will be spelled out and an university libraries representative will be added to the Research Policies Committee and the Undergraduate Research and Scholarly Activities (URSA) Advisory Board. The section was then approved with one abstention.

Rules, Elections, and Bylaws - Vice President Muscio reported that a meeting will be scheduled later this month.

Executive - Vice President Muscio, acting chair of the last meeting, reported that everything has been essentially covered by the other committee reports.

President Gill reported that the student evaluation questions have been returned to the president's office and that he has indicated that he would like to talk with the executive committee. Senator Wattier, a member of the ad hoc committee, noted that under provisions of the *Handbook,* that committee should vote on the questions and report back to the senate and SGA.

Academic Council

Undergraduate Studies Committee - No report.
Graduate Studies Committee - Has met and conducted routine business.
Library and Academic Support Committee - No report.

Insurance and Benefits

Chair Garth reported that the committee met last month to talk about willingness to change spousal coverage. The committee decided to collect more numbers on savings from Human Resources.

Human Resources is reviewing future health promotions for faculty and staff; Ms. Garth urged faculty and staff to participate in on campus screenings and wellness fairs and note that the wellness clause is not subject to a deductible. She explained the multiple mailings by Anthem for this year's plan as being their error. Faculty and staff should note the cost for emergency room care on their cards. She urged faculty to thoroughly review medical and insurance statements.

Senate At-large West suggested that on campus screenings and wellness fairs be arranged so that off site employees could participate. She explained that Dean Yates schedules on campus meetings each semester. Chair Garth will work to set this up for future screenings and events.

Residential Colleges - No report.
Faculty Development Council - No report.

Task Force for Diversity

Betty Powell, representing the senate, reported that the three groups charged to review local student, faculty/staff, and community environments have begun to survey each constituency. She asked that faculty cooperate with and participate in these surveys.

Old Business

President Gill will follow up with Dean Yates on the amount of money from online course fees that goes into the general fund. She will pursue other information as well.

New Business

The senate held informal discussion on possible response to budget items.

The meeting adjourned at 5 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
March 2, 2004

Present: B. Almquist, L. Bartnik, W. Beasley, T. Begley, T. Cantarella, C. Coleman, J. Crofton, J. Dillon, B. Driver, R. Ebert, K. Garth, S. Gill, R. Gupta, A. Hall, K. Jesswein, B. Menchinger, S. Miles, M. Morgan, S. Muller, O. Muscio, B. Naugle, B. Palmer, W. Rose, S. Schneiderman, Z. Smetana, M. Southerland, T. Strieter, E. Thome, M. Wattier, S. West, S. White, M. Wiggins, and P. Williams. **Proxy:** Renee Campoy for J. Navan, educational standards, leadership, and counseling.
Media: Elizabeth Cawein, *The Murray State News*, and
Kristin Taylor, *The Murray Ledger & Times*.
Guests: President Alexander and Vice President Denton.
Absent: P. Pittman-Munke and W. Schell, at-large.

The Faculty Senate of Murray State University met in regular session on Tuesday, March 2, 2004, in the Barkley Room of the Curris Center. The minutes of February 3 were approved as distributed. A motion to limit debate on any one item to ten minutes was passed.

REPORTS

Board of Regents

Regent Strieter reported on the February 27 Board meeting. The Board approved Revision of Sections 1.6.3.4 and 1.6.3.5 of the *Faculty Handbook* to reflect current organizational structure of the Faculty and Staff Insurance and Benefits Committee and CISR. The president has indicated a desire to expeditiously route future items. The Board welcomed the new dean of the University Libraries. The Board approved a change in chairperson of the University Committee on Naming of Facilities, Programs, and Activities from the vice president for finance and administrative services to the vice president for institutional advancement. Regent Strieter has asked the president to add more faculty to the committee. The executive committee will submit two additional names. Senator Wattier currently represents faculty on the committee.

Regent Strieter encouraged faculty to respond to surveys from the Task Force for Diversity. He briefly commented on state budget and tuition items. The president has placed a freeze on hiring. One hundred sixty-eight classes are not covered for the Fall 2004 semester. Various programs are affected by recurring cuts. The athletic budget has been cut $200,000.

The next board meeting is scheduled June 18. Regent Strieter announced his intent to run for reelection as Faculty Regent.

Academic Policies

The committee presented its deliberations thus far on external peer reviews as an informational item. The president has immediately addressed structural issues and indirect consequences.

Provisions to protect candidates for tenure have been addressed and will require minor changes to the *Faculty Handbook*. The committee has stressed the university's mission as a teaching institution in the proposed policy. Faculty should contact a committee member with concerns after the break.

Finance

Chair Rose presented two resolutions unanimously adopted by the committee for a vote of the senate. The first concerns promotion stipends for existing full professors. A professor who was promoted several years ago when the stipend was less that it is now would be able to apply to have his/her salary adjusted upward by the amount of the difference between the present stipend and the stipend he/she received when promoted through the current promotion process as described in Section 2.6 of the *Faculty Handbook*. Salary studies have indicated that full professors at MSU are not compensated at or near benchmark salaries. Senator At-large Schneiderman addressed the disadvantage of some faculty being promoted to full and would not support a remedy for some if not available to all faculty. The current state of the budget was addressed. The committee did not know how many might be affected nor how many would apply for this remedy. Minimal cost impact is anticipated. The senate passed the resolution.

The committee has examined university and athletic audits as approved by the Board of Regents and will recommend that these are placed in the Reference Section of the University Libraries. Supporting data for the next resolution on athletic spending was sent to the President and Vice President Denton for review. Mr. Denton attended a meeting and discussed changes in reporting.

The president additionally clarified the information for the senate which did include changes in reporting requirements. He stressed that instruction remains as the top priority of the institution as supported by the data. The information also points out the need for revitalization of the University Libraries.

The information reflects the consequences of increased student enrollment and the need for increased services which impacts student athletics in terms of scholarships. The president pointed out the additional demands placed on the athletic budget by coaching turnovers and Title 9 requirements. He supports accountability of athletic spending but wants faculty to understand these other factors that are not always apparent. Athletics has worked to shift funding responsibility to outside sources through the Racer Foundation and generate more revenues. The senate passed the second resolution that athletic spending be subject to the same constraints as other university spending.

The finance committee will meet March 9 at 3:30 p.m.

Governmental Affairs

Faculty will be invited to participate in the next COSFL meeting via ITV that will deal with higher education financing. Dr. Tom Layzell will provide a briefing of budget discussions.

Handbook and Personnel

Chair Southerland presented a motion from the committee to approve *Handbook* language to incorporate the university's 2004-2008 Strategic Plan. Senator Wattier noted that this falls into the category of board adopted policy and administrative procedural changes that the president could direct to be placed in all appropriate documents. This is addressed in Section 1.8 and upon approval of the president action required today could in the future be offered as informational only. The senate unanimously approved the revised Section 1.2, Strategic Planning.

The committee continues review of Chapter 4 and is looking at the university's non-discrimination clause.

Rules, Elections, and Bylaws

Vice President Muscio presented a recommendation from the deans and endorsed by his committee that faculty receiving the teaching excellence award are not eligible again for four years but are eligible to be nominated and selected for the award again in the fifth year. The committee felt that this would clarify issues of eligibility and provide some consistency between colleges. It was noted that the award has not always been added to base salary. Senator Williams noted some ambiguity in the recommendation for the School of Agriculture. Dr. Muscio responded that it would apply to each college, school, or the libraries according to the distribution table approved last year. The exclusion of chairs was also discussed. The provision was adopted by the senate.

The senate authorized the committee to pursue online faculty elections. Members of the committee, along with ITAC representatives, have met with information systems personnel to develop a system for this year's elections. They hope to have a system in place for testing by April 1. Authentication of voters has been an obstacle in the past. Senators stressed communication of procedures. Procedures will be tested and validated before being implemented.

Senator Dillon suggested placing administrative assessments online. Vice President Muscio said that is certainly a possibility. The senate unanimously authorized the committee to pursue online elections. Procedures for the annual administrative assessment conducted by the Faculty Senate were also unanimously approved.

Executive

President Gill reported that the Ad Hoc Committee to Review Faculty Evaluations met and reviewed the questions out of the attorney's office. Committee members recommended minor changes. The revised questions have been forwarded back to SGA and the Faculty Senate by Dr. Tim Todd, chair of the committee. It is Dr. Todd's understanding that the president will meet with Dr. Gill to discuss the evaluation process. She hopes to have something for the senate to vote on in April.

President Gill solicited names of nominees to the University Naming Committee with two to be forwarded as recommendations to the president.

The senate has also been asked to appoint a representative to the Sick Leave Bank Appeals Committee. Senator At-large Rose agreed to serve. This three-member committee handles the appeals process for decisions made by Human Resources. Staff Congress has a representative and an administrative staff person is also appointed.

President Gill asked for nominees to a nominating committee for next year's senate officers. Senator Sally West, at-large, volunteered.

The senate also accepted nominations for Faculty Senate representation on the Intercollegiate Athletic Council, 2004-07. Dennis Johnson, the incumbent, and Mark Wattier were nominated. This election will take place in April.

Academic Council

Undergraduate Studies – It was reported that the committee approved the 120 hour graduation proposal.

Graduate Studies – No report.

Library and Academic Support – Linda Bartnik introduced Dr. Laurene Zaporozhetz, dean of university libraries.

Insurance and Benefits - No report.
Residential Colleges - No Report.
Faculty Development Council - No report.
Task Force on Diversity – Has not met since last senate meeting.

The senate adjourned at 4:55 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
April 6, 2004

Present: B. Almquist, L. Bartnik, W. Beasley, C. Coleman, J. Crofton, J. Dillon, B. Driver, R. Ebert, K. Garth, S. Gill, A. Hall, K. Jesswein, B. Menchinger, S. Muller, O. Muscio, B. Naugle, B. Palmer, P. Pittman-Munke, W. Rose, W. Schell, S. Schneiderman, Z. Smetana, M. Southerland, T. Strieter, E. Thome, M. Wattier, S. West, S. White, M. Wiggins, and P. Williams.
Media: Rob Whitfield, *The Murray State News*, and
Kristin Taylor, *The Murray Ledger & Times*.
Guest: SGA President Josh Rose.
Absent: T. Begley, T. Cantarella, R. Gupta, S. Miles, and M. Morgan.

The Faculty Senate of Murray State University met in regular session on Tuesday, April 6, 2004, in the Barkley Room of the Curris Center. The minutes of March 2 were approved as distributed.

REPORTS

Board of Regents

Regent Strieter reminded faculty to get their reservations in for the 2nd Annual Faculty Recognition Banquet to be held on April 29 and asked for volunteers to serve on a Banquet Committee. He briefly outlined preliminary findings of the SACS visitation team. Board members have received an updated enrollment report from he president. The president will meet with the ad hoc committee on salary equity and ask them to expand their discussions to include salary compression and alternatives to increase salaries of our full professors. Others on the committee include: Sharon Gill, Mark Wattier, Oliver Muscio, and Joy Navan. The board continues to be apprised of state budget discussions.

Academic Policies

Chair Thome reported that the committee met on March 23 to discuss feedback from faculty on the external peer review policy. The committee continues to study the policy and encourages feedback.

Finance

Chair Rose reported that the committee met on March 9 to prepare for the meeting on March 29 with the president. They discussed a wide range of issues with the president and came away with a better understanding of the complexities of managing this institution's finances; factors limiting control. The president shares priorities of the committee. The athletic budget has been cut next year and sales of property will go into the Racer Foundation to underwrite some of the deficit. He would like to see more

financial support for the University Libraries; which is being stressed in the SACS report. The president is not in support of the resolution passed by the faculty senate last month regarding stipends for current full professors. He believes that it will be too costly. The committee will try to gather more data. The president is willing to meet with the committee at least once a semester beginning in the fall.

Governmental Affairs

Chair Munke will attend the COSFL (Coalition of Senate/Faculty Leadership) meeting in Lexington on April 17. Mr. Tom Layzell, CPE (Council on Postsecondary Education) President will brief faculty on the state budget. Dr. Munke encouraged others to go. Regent Strieter will be unable to attend.

Handbook and Personnel

The committee held its last meeting of the year on March 30. The committee has made changes to facilitate future changes to the *Faculty Handbook* and continues to look at the university's non-discrimination statement.

Rules, Elections, and Bylaws

The committee accepted nominations for senators at-large. Mark Wattier and Terry McCreary were elected by acclamation. Collegiate representatives to university standing committees turn into deans' appointments without nominations.

The time dilemma for Faculty Senate representatives to Academic Council was noted. These will be elected at the May meeting.

Balloting for collegiate and at-large positions on university standing committees will be conducted online.

The election for a Faculty Senate representative to the Intercollegiate Athletic Council will also be conducted at the May meeting. Nominees are Dennis Johnson, incumbent, and Mark Wattier.

Executive

President Gill has forwarded two additional faculty names to the president for appointment to the University Naming Committee; Renee Campoy and Jay Morgan. Katy Garth and Sally West have been appointed to a nominating committee for senate officers. Officer elections will occur at the May meeting; the nominating committee is charged to present a slate of officers and nominations will also be accepted from the floor.

The executive committee has recommended that the course release for the Faculty Senate president be funded through the Provost's Office.

The senate unanimously passed a resolution in recognition of the 50th anniversary of the Brown v. Board of Education US Supreme Court ruling [amended to these minutes].

The senate also passed a resolution (26/0/2) approving the addition of questions drafted by SGA to existing faculty evaluation forms, with the understanding that the results of these questions only will be made available to MSU students and to the individual faculty member who they concern. This will take affect with the Fall 2004 evaluations. Senators thanked the students for revising the questions from last year. President Gill thanked the members of the ad hoc committee for their diligence in reaching a compromise. SGA President Josh Rose was in attendance and thanked the senate in approving additional questions.

President Gill announced the continuation of Dr. Terry Strieter as Faculty Regent until June 30, 2007. He ran unopposed.

Academic Council

Routine items were reported from the undergraduate and graduate studies committees. No report from Library and Academic Support.

Insurance and Benefits

Chair Garth reported that the committee dropped discussion to change the eligibility of spouses with other insurance. Potential savings didn't outweigh the hardship caused for some individuals.

Faculty were encouraged to utilize wellness programs offered by the university in containment of costs. February 2004 costs exceeded $600,000 for the first time. Significant cost overruns were seen in the fall. Regent Strieter noted the affect to salaries.

Residential Colleges

Vice President Muscio announced the selection of two new college heads for next fall.

Other business

President Gill thanked Josh Rose for his assistance on the evaluation committee and for coming today. It was suggested that a resolution acknowledging shared governance in the settlement of the evaluation issue and Dr. Alexander's commitment to attend senate finance meetings be drafted for the May meeting.

Accountability of administrative assessments was noted. Assessment packets will be handed out at the next meeting. The senate adjourned at 4:58 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
May 4, 2004

Present: B. Almquist, L. Bartnik, T. Begley, E. Brewer, T. Cantarella, J. Dillon, B. Driver, R. Ebert, B. Kearney, S. Gill, R. Gupta, A. Hall, K. Jesswein, T. McCreary, B. Menchinger, S. Miles, M. Morgan, O. Muscio, J. Navan, P. Munke, M. Southerland, T. Strieter, E. Thome, M. Wattier, S. West, S. White, M. Wiggins, P. Williams, and R. Zhang.
Absent: W. Beasley, history; J. Crofton, physics/engineering physics; S. Muller, psychology; B. Palmer, industrial/engineering technology; W. Rose, at-large; and Z. Smetana, art.
Media: Kristin Taylor, *The Murray Ledger & Times*.

President Gill opened the meeting. New senators were introduced; Ed Brewer, organizational communication; Barbara Kearney, nursing; Robin Zhang, geosciences; and Terry McCreary, at-large. Senator Wattier has been elected as an at-large senator and Senator Munke has been elected by her department and resigns as at-large. President Gill appointed Mittie Southerland as senator at-large.

The minutes of April 6, 2004, were approved as amended. Senator Wattier encouraged communication regarding the student evaluation issue between the new Faculty Senate and SGA presidents.

Senators were reminded to cast their ballots for the intercollegiate athletic council position.

REPORTS

Board of Regents

Regent Strieter began his report with an overview of the faculty recognition banquet noting greater involvement of the university community. Two-hundred were in attendance with over one hundred faculty being recognized for accomplishments. He asked for recommendations on next year's event.

He briefly updated faculty on the budget. The board will meet on June 18.

Academic Policies

Chair Thome reported that the committee did not meet since they had not received any additional feedback on the external peer review policy. He will work over the summer to rectify some concerns and forward a rewritten proposal to next fall's committee. Institutional Review Board practices will also be reviewed by the committee.

Finance – No report.

Governmental Affairs

Chair Munke reported on the COSFL meeting with CPE President, Tom Layzell.

Handbook and Personnel

Chair Southerland reported that the committee did not meet in April and directed faculty to the summary of handbook changes on the web and noted that the current copy is online.

Rules, Elections, and Bylaws

Vice President Muscio reported on the administrative assessments. Senator Tom Begley, occupational safety and health, had 100% participation from his department. The Departments of Journalism and Mass Communications and Theatre and Dance had 99%.

He reported result of the intercollegiate athletic council election; Dr. Mark Wattier will represent the Faculty Senate on the council, July 1, 2004 – June 30, 2007.

Dr. Muscio opened the floor for nominations to the Academic Council; representatives from the Faculty Senate. Arlene Hall was elected by acclamation to the graduate studies committee. The other vacancies will be by appointment of the new president.

Executive

President Gill reported on her meeting with President Alexander on May 3. He will review handbook recommendations and look into providing access to numbers for a study of salaries of full professors on campus. He asked that she share a graph noting that MSU is one of only three institutions in the state having tuition under $2,000 even with a proposed increase to help fund salary increases for faculty and staff.

She thanked all committee chairs for the work done this past year. She also thanked Dennis Johnson for representing the senate on the intercollegiate athletic council. She also acknowledged the success of the recognition banquet and thanked Regent Strieter with a certificate of appreciation for five years of service to the Faculty Senate. Others acknowledged for years of service were Senator Tom Begley, 25 years; Senator Wayne Beasley, 24 years; and Senator At-Large Bill Schell, 10 years. She also recognized the service of Senators At-large Winfield Rose and Steve Schneiderman.

Academic Council

Senator Munke reported routine business in undergraduate studies. President Gill reported that an issue with practices of the Institutional Review Board came up at the last meeting. There is a need for expedited approval for the social sciences. The academic deans will review.

Insurance and Benefits

President Gill thanked Katy Garth for chairing the faculty and staff committee this year. Chair Garth reported that the committee hadn't met since the last senate meeting but was pleased with the committee's input this past year.

Residential Colleges

Vice President Muscio, representing the college heads, reported that they are gearing up for next fall and looking forward to meeting next year's freshmen. There are two new heads; Ann Landini and Gina Claywell. Dr. Muscio will chair the council.

Nominating Committee

Sally West and Katy Garth served on the nominating committee for next year's senate officers. Between them, they attempted to speak with each senator. They presented a slate of Ed Thome for president and Joy Navan, vice president. Nominations were opened from the floor. Being none, the slate was elected by acclamation.

Senators Garth and West then presented plaques of appreciation on behalf of the senate to the outgoing officers.

New Business

President Thome appointed temporary committee chairs; Bill Palmer, academic policies; Winfield Rose, finance; Peg Munke, governmental affairs; and Mittie Southerland, handbook and personnel. Vice President Navan chairs rules, elections, and bylaws.

Senator Wattier acknowledged the university president for soliciting the input of the senate and thanked him for working with the Faculty Senate on several issues of key importance to university faculty and the institution.

The meeting adjourned at 4:10 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
September 7, 2004

Present: B. Almquist, L. Bartnik, J. Beaver, T. Begley, E. Brewer, T. Cantarella, J. Crofton, J. Dillon, R. Ebert, J. Fuhrmann, R. Gupta, A. Hall, K. Jesswein, B. Kearney, J. Koren, T. McCreary, B. Menchinger, M. Morgan, S. Muller, P. Munke, O. Muscio, J. Navan, B. Palmer, W. Rose, J. Schatz, M. Southerland, T. Strieter, E. Thome, S. White, M. Wiggins, P. Williams, and R. Zhang. **Guest:** President Alexander.
Proxy: Tim Miller for Betty Driver, accounting.
Absent: S. Miles, management and marketing; M. Wattier and S. West, at-large.
Media: Kristin Taylor, *The Murray Ledger & Times*
Carrie Pond, *The Murray State News.*

President Thome opened the meeting by welcoming everyone back and encouraged senators to routinely communicate with their respective faculties throughout the year.

The minutes of May 4 were approved as presented.

REPORTS

Board of Regents

Regent Strieter reported on activities and meetings since the last senate meeting in May. Spring 2004 produced the largest graduating class ever for the university, 1188. The graduation rate continues to rise. On August 9, the first phase of the science complex was opened. The board met on June 18 and approved a sixteen percent (16%) tuition increase. He noted late hires due to the hiring freeze in the spring. The board accepted a significant gift of $204,000 from the Russo estate. The board approved a salary increase of 2.3 percent with an additional .5 merit increase.

He reported on summer renovations, parking lot expansion, and maintenance at Hopkinsville. The board heard a report on the initial stage of the Business and Research Incubator being built off of the bypass. The Wellness Center is scheduled for completion in December 2005. The Waterfield Library received several upgrades this past spring. A new residential college is in the planning phase. Summer school enrollment rose 1.7 over last year; mostly from graduate students. Summer camps had 4300 in attendance. The university has been ranked for the last fourteen years among the highest public schools in the greatest price category.

Preliminary fall enrollment is up 1.2 percent; many transfers. Freshman enrollment is down slightly from a year ago. Cutting conditional admissions affected about 100 students. International enrollment continues to decline. African-American enrollment has increased and the number of African-American staff has increased. Recruiting faculty continues to lag. Full-time student/faculty ratio of 17/1 continues to assist recruitment of both students and faculty.

Two new regents have been appointed to the board. Alan Stout replaces Mr. Lovett and Vicky Travis replaces Mr. Easley. Jessica Reed was elected student regent. The board elected Don Sparks as the new chair.

Regent Strieter mentioned the growth of part-time faculty especially at extended campus sites. Out of the 31 new hires, thirteen do not have terminal degrees. He also reported on a joint athletic training program with the Murray Calloway Co. Hospital.

The board held its annual retreat on August 28. University police officers have received additional training. The campus is working toward becoming wireless accept in the residential colleges. The university funded seventy-five percent of last year's health insurance costs. Costs increased by 35 percent. The university continues to contribute $350,000 from the general fund with overall costs totaling $6.6 million. Increased healthcare costs will continue to be an issue this fall.

The university has completed the follow up report for SACS Reaffirmation. Regent Strieter will attend the Governor's Trustees Conference in Bowling Green, September 19-20. The board's next meeting is scheduled for September 17.

A potential safety concern of getting students across Chestnut at Five Points from the new parking area was raised. Dr. Alexander was asked to respond and reported that the university is working with the state to address this issue.

Senator Bartnik asked what the FTE has reached with increased enrollment. Dr. Alexander responded that it remains less than 10,000. Senator Bartnik noted that an FTE of 10,000 is an issue for library faculty.

President

The floor was then opened to Dr. Alexander. He noted parking issues and that the university is working on future opportunities. He will work with departments to target high enrollment needs. Two noted were an increased demand for Spanish language teachers and librarians.
Dr. Alexander is already pleased with the enhancement of library services begun this past spring.

He spoke to the hiring of part-time faculty. With no new money, the university has had to cover a $1 million fixed costs growth in salaries. Faculty are working well with the public school systems in our service region. Students affected by the cut of conditional admission mentioned by Regent Strieter were given the opportunity to attend MSU over the summer and take intensive curriculum. Twenty out of 120 took the opportunity with 18 passing which offered a better return than the traditional method. The university will explore new ways to help previously conditionally admitted students.

Dr. Alexander said he looks forward to working with the senate again this year.

Academic Policies

Interim Chair Palmer presented a summary of the committee's role. Last year the committee studied a proposal for peer review for research and creative activity for tenure. The committee took suggestions to mesh a proposal of how it should work. This semester the committee will present information to more faculty for feedback and compare it to existing methods for benefits.

Finance

Interim Chair Rose listed preliminary sources of information that the committee uses for its deliberations. University budgets and audits are public information once accepted by the Board of Regents. The committee systematically tracks income over the years. Last year the president agreed to meet with the committee once a semester to discuss financial matters. Dr. Rose will contact the president's office to schedule that meeting this fall. He then offered an information item for faculty. Medical expense accounts impact average salary figures used to calculate social security benefits. Dr. Tim Miller, proxy for accounting, suggested that individual faculty members calculate numbers for tax savings and differences in benefits to make that decision.

Governmental Affairs

Interim Chair Pittman-Munke noted the committee's function as an advisory board to COSFL members and as an advocate for shared governance across the state as stated in the senate bylaws. COSFL is also a link to information from CPE. President Layzell spoke at the last state-wide meeting in the spring. He told faculty to expect less state support and urged universities to raise funds and have other sources of income. There is a possibility of four state-wide ITV meetings this year. Collaborations between universities could share costs. Regent Strieter noted 1/3 funding as a state trend.

Handbook and Personnel

Interim Chair Southerland noted committee membership and the charge of the committee. The committee accepts assignments from the senate president and considers changes and additions to the *Faculty Handbook.* The committee continues to await action on items passed by the senate two years ago. The committee has finished updates to Chapter 1. Chapters 3-6 will be merged together with links to web-based information. The committee will consider Chapter 2 items last. The committee will also consider other items referred to make recommendations on policies that relate to rights and responsibilities of faculty.

Rules, Elections, and Bylaws

Vice President Navan thanked Dr. Muscio for his service on the committee and reviewed the membership.

Executive

President Thome reported that he had shared the external peer review with a sample of chairs and deans. They felt that the initial proposal placed too much responsibility on the chairs and departmental tenure committees. Over the summer he revised the structure and has forwarded the proposal back to academic policies offering some flexibility in methods used by departments to judge scholarly and creative activity.

It was noted that this policy, if adopted, would be placed in Chapter 2 of the *Handbook.* Dr. Southerland remarked that working with the provost's office as we make recommendations to facilitate process with the president's office will help get changes updated in a timely manner.

Dr. Thome spoke to the president in August about the policy changes and streamlining approval of handbook changes.

Regent Strieter questioned the posting of last fall's faculty evaluations to the web. President Thome noted that the agreed upon process takes affect with the fall 2005 evaluations.
With the new questions being accessible to students, the old ones will be taken down. Senator Southerland, a member of the faculty/student ad hoc evaluation committee, believed that the committee thought that last fall's would not be posted.

Committees and Appointments

The senate then adjourned to committees to elect chairs and establish meeting times. Winfield Rose was elected chair of finance; Peggy Pittman-Munke of governmental affairs; and Mittie Southerland of handbook and personnel. The academic policies committee elected three co-chairs; Bill Palmer, representing the committee on executive committee, John Dillon, and Johan Koren.

President Thome announced the following appointments:

Mark Wattier, Senate Parliamentarian
Jen Schatz, Senator At-large
Mike Morgan, FS representative to the Institute for International Studies Advisory Board
Pat Williams, Faculty Senate representative to the Graduate Studies Committee of Academic Council
Brent Menchinger, Library and Academic Support Committee of Academic Council
Peg Munke, COSFL

Academic Council

Undergraduate and graduate studies committees have not met. The Library and Academic Support Committee will meet this Friday, September 10.

Insurance and Benefits

All faculty members agreed to return to the insurance and benefits committee. Katy Garth wishes to step down as chair and will only remain on the committee through open enrollment this fall. The senate will need to appoint a replacement from HSHS for her at that time.

Residential Colleges

Senator Muscio reported that parent feedback indicates that faculty involvement in Great Beginnings is well received. The residential colleges will offer the Passport Program to freshmen this year. Each college will run and promote their own events with the affect, hopefully, of greater participation. For consideration as a passport event, he asks that he or the residential college heads be included in mailings and email announcements or departments may forward events through student affairs. Each college will coordinate with academic colleges to present events or programs of mutual interest. Hopefully, this will bring both students and residential colleges more to the academic arena.

Naming of Campus Facilities, Activities, and Programs

The committee meets this week. Senator Wattier, senate representative, is unable to meet.

Old Business

President Thome solicited any issues held over from last year. None were raised.

New Business

The senate unanimously elected Terry McCreary, Arlene Hall, and Steve White as at-large members to the senate's executive committee.

The senate adjourned at 4:55 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
October 5, 2004

Present: L. Bartnik, J. Beaver, E. Brewer, T. Cantarella, J. Crofton, J. Dillon, B. Driver, R. Ebert, J. Fuhrmann, R. Gupta, A. Hall, K. Jesswein, B. Kearney, J. Koren, T. McCreary, B. Menchinger, S. Miles, M. Morgan, S. Muller, P. Munke, O. Muscio, J. Navan, B. Palmer, W. Rose, J. Schatz, M. Southerland, T. Strieter, E. Thome, M. Wattier, S. White, M. Wiggins, P. Williams, and R. Zhang.
Absent: B. Almquist, music; T. Begley, occupational safety and health; and S. West, at-large.
Media: Kristin Taylor, *The Murray Ledger & Times*.

The minutes of September 7 were approved as distributed.

REPORTS

Board of Regents

Regent Strieter reported on the September 17 board meeting with an email to all faculty and outlined actions of the board for the senate. The president reported on Kentucky's Measuring Report Card on Higher Education. The state ranked higher in four out of five areas. The ranking went down for affordability along with 36 other states.

Regent Strieter and several other regents attended the Governor's Conference on Postsecondary Trusteeship September 19-20 and participated in sessions on development, student learning, and board behavior.

Regent Strieter reported that in 2003-04 the university received 20% more in federal funding from the previous year. He credits the nine-month contract for this increase. The number of people applying for grants has increased 30%.

The next meeting of the board is December 10.

Academic Policies

Co-Chairs Dillon and Koren reported that the committee met on September 14 to review a slightly updated external peer review proposal and discussed concerns brought up by committee members. President Thome had met with Dr. Alexander on September 13 and briefed the committee. Co-Chair Palmer also met with the president. Both meetings have led to changes to the proposal.

Several issues were raised by senators. Committee members were able to address several concerns but still have several questions regarding the policy. Senators noted that there could be unintended consequences of such a policy. The committee will meet on October 12 to discuss the changes and further direction.

A motion that the Faculty Senate make its recommendation to the president before the December board meeting failed. The consensus was that the proposal is worthy of thorough review by the institution and faculty should be fully informed. The senate should be guided by faculty response to the proposal.

Finance

Chair Rose reported that the committee met and determined its agenda for the year. The committee will continue its analysis of university audits and is reviewing optional retirement plans and KTRS contributions required of the university. Joyce Gordon presented information to faculty in the College of Humanities and Fine Arts. She explained the contributions and changes over the years. Dr. Rose outlined the benefits and limitations of both ORPS and KTRS and explained that the contributions are decided by legislative action. It was suggested that the governmental affairs committee investigate possibilities.

Fugen Muscio, director of institutional research, will meet with the committee to discuss CUPA salary data. Senators were asked to determine the number of faculty that would be eligible for a stipend adjustment for full professors who were promoted before a significant increase in the stipend was initiated.

The committee will meet October 12.

United Way

Carmen Garland, co-chair of this year's campus campaign, explained that one-half of the county contributions remain here. The university's goal is $25,000. She passed out information on services noting that faculty who live outside the county can have their donation designated to the unit and location of their choice and asked that senators share this with their faculty. Senator Munke added that donations can be made by payroll deduction.

Faculty Club

Dr. Stephanie Carpenter, board chair, and Dr. Bob Lochte, treasurer, presented the annual report to the senate. Eighteen administrative departments are members this year. Only those units who have paid memberships will be allowed to use the facilities. The combined account totals $3,160. The university provides maintenance on the physical structure. The board is required to take care of in-house renovations and general maintenance. Recent purchases included a refrigerator and general supplies.

Governmental Affairs

Chair Pittman-Munke announced that Dr. Richard Freed, faculty representative to the CPE, will visit campus on November 15. He will meet with the president, the provost, the governmental affairs committee, and the executive committee. The governor will appoint a replacement next spring as Dr. Freed's term ends. Senior faculty members who understand university governance are encouraged to apply.

The next COSFL meeting is scheduled for October 23 in Lexington and will be offered by ITV.

Regent Strieter reported that he has been selected as temporary chair of the faculty regents/trustees, who are responsible for forwarding three nominees to the Governor. Chair Munke suggested that Murray State nominate someone by the end of the spring semester.

Handbook and Personnel

Chair Southerland reported that the committee met on September 28. It was reported that the president has signed some changes to the *Faculty Handbook.* Committee members continue to research possible revision of the university's non-discrimination policy. The committee will also review the Handbook policy to determine how to handle or deal with reported violations of confidentiality.

The next meeting is October 26 at 8:10 a.m. in 107C of Applied Science.

Rules, Elections, and Bylaws

Vice President Navan reported that the committee had no business this month but will meet on October 26 at 11 a.m. in 3230 Alexander Hall.

Executive

President Thome reported that he did meet with the president to discuss changes in the external peer review proposed policy. Five clarifications were agreed upon and have been forwarded for review by the academic policies committee.

President Thome was asked by the provost to sit on the Strategic Planning Council. Dr. Thome announced a visit to campus by Mr. Kortum, CEO of Webasto, on October 12 at 1:30 p.m. in Wrather Hall.

Academic Council

The undergraduate committee met and heard a letter from the provost supporting changes for the BA/BA in general studies. The graduate studies committee did not meet. The Library and Academic Support Committee met in September and received three items for consideration: 1) Formula to disperse library funds to each department directly; 2) List of periodical and journal holdings subscription costs and money available; and 3) Amount departments currently receive, number of students and faculty, and credit hours. The committee is developing a plan now. The library has operated on a $1 million budget for the last ten years.

Insurance and Benefits

The committee met on September 22 and received next year's insurance coverage information. The committee unanimously voted to take the recommendation to the board. A modest increase

in employee premiums of 7.9% will take place with no changes to co-pays. The university has increased its contribution to health care to $415,000.

All employees and families are encouraged to participate in an upcoming health fair in Carr Health Building and in wellness provisions of the healthcare package. Employees are also encouraged to participate in prescriptions by mail.

The committee is open to suggestions on other benefits and tuition reimbursements for dependents. The committee meets every month as last year. Faculty should contact their collegiate representative for information on benefits. Senator Southerland suggested that faculty check with their local pharmacies for prescription discounts that might be better or equal to getting them by mail. Vice President Navan suggested alternative days and times for on campus health fairs.

Residential Colleges

Senator Muscio reported that the colleges are looking at setting aside class sections for particular residential college members.

Naming of Campus Facilities, Activities, and Programs

Senator Wattier, senate representative, reported that the committee met on September 8 and passed a motion to the president.

Intercollegiate Athletic Council

Senator Wattier, faculty senate representative, reported that the council will look at food availability for team members while traveling.

New Business

Senator Cantarella voiced a concern for three members of the volleyball team who were recruited but are unable to play because of eligibility questions. These students are totally dependent on housing scholarships. Parliamentarian Wattier noted that any action by the senate would require suspension of the rules and a 2/3 vote. President Thome referred the matter for deliberation by the academic policies committee.

The senate adjourned at 5:05 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
November 9, 2004

Present: B. Almquist, L. Bartnik, T. Begley, E. Brewer, T. Cantarella, J. Crofton, J. Dillon, B. Driver, R. Ebert, J. Fuhrmann, R. Gupta, A. Hall, K. Jesswein, B. Kearney, T. McCreary, B. Menchinger, S. Muller, P. Munke, O. Muscio, J. Navan, W. Rose, J. Schatz, M. Southerland, T. Strieter, E. Thome, M. Wattier, S. White, M. Wiggins, P. Williams, and R. Zhang.
Absent: J. Beaver, art; J. Koren, early childhood and elementary education; S. Miles, management and marketing; M. Morgan, English and philosophy; B. Palmer, industrial and engineering technology; and S. West, at-large.
Media: Carrie Pond, *The Murray State News*, and Kristin Taylor, *The Murray Ledger & Times*.

The minutes of October 5 were approved as amended.

REPORTS

Board of Regents

Regent Strieter reported that the Faculty Senate Office has opened files on people interested in the CPE faculty representative position.

He briefed the faculty on the last board meeting in September where CPE enrollment data was distributed. The university is negotiating with a private firm to build a replacement residential college for Clark and Richmond Colleges. The board appointed a search committee for a new athletic director. Several regents were invited to a meeting of SGA. The vice presidents were also in attendance. Regent Strieter suggested that the faculty senate might also host a board day.

Regent Strieter reported that the president has authorized two additional faculty to serve on the university naming committee. It is the hope that distinguished faculty can be honored in such a way with more faculty serving on the committee.

He reminded faculty that applications for instructional development grants are due October 24.

The next meeting of the board is December 10.

Academic Policies

Dr. John Dillon, co-chair, reported that the committee continues to review the peer review proposal and is drafting a preamble and guidelines on how such a policy might be applied. The committee also discussed the situation of three Chinese students recruited to play volleyball. It is believed that the situation has been resolved without needing senate input.

The committee's next meeting is scheduled for Tuesday, November 23, in 204 ASN.

Finance

Chair Rose reported that Dr. Sandra Jordan met with the committee and presented research on salary equity. The committee also discussed optional retirement plan contributions. The committee will prepare some recommendations to be presented at a later date.

The committee will meet with the president on November 11. Members of the committee met on November 2 to draft an agenda to be discussed.

The provost's office has forwarded information on promotion stipends. The stipends were increased effective with the 1991-92 budget from $500/$1000/$2000 to $1000/$2,000/$3,000. The professor stipend increased from $3,000 to $4,000 effective with the 1989-99 budget and from $4,000 to $5,000 effective with the 1999-2000 budget. Faculty senators were asked to share this information with their colleagues who were promoted to professor before these adjustments and get a number interested in pursuing an adjustment to their stipend and report that to Dr. Rose.

Governmental Affairs

Chair Pittman-Munke reminded faculty that Dr. Richard Freed, state faculty representative to the CPE, will visit campus on Monday, November 15. Open meetings with faculty will begin at 10:30 a.m. in the Commonwealth Room of the Curris Center. Faculty were also invited to submit questions. He will report on the open forums held across the state and address issues that have been raised.

COSFL will meet on December 4 from 10 a.m. to noon. The meeting will be open to campus faculty via ITV.

Handbook and Personnel

Chair Southerland reported that the committee met with the provost on October 26. She and Dr. Brockway had met the week before trying to review items that had passed through the senate. Since those meetings, four items have been approved. The provost has agreed that Section 1.8, Revision of the Handbook, is the first priority. The committee has forwarded potential changes for the president to look at, with the consent of the executive committee, in an attempt to come up with a more streamlined, acceptable process.

The committee will meet again on November 30 at 8:10 in AS107. The committee will continue to review the university's non-discrimination policy and will review the processes for violations of confidentiality on the part of faculty members serving on committees.

Rules, Elections, and Bylaws

The committee met on October 26 and discussed procedures for this year's teaching excellence awards. The committee meets next on November 30 at 11 a.m. in AL3230.

Executive

President Thome reported that Dr. Kelly Rogers has replaced Katy Garth on the faculty and staff insurance and benefits committee representing the College of Health Sciences and Human Services.

He has forwarded the names of Renee Campoy and Renee Fister to the president as recommendation to serve on the university's naming committee as Regent Strieter reported earlier.

President Thome then announced that the student generated questions have been added to the evaluation process for the fall and the results of these selected questions will replace the Washington Instrument on the web. These will not be made available to deans and chairs and will not be part of a faculty member's personnel file. The results of the student generated questions will be made available only to students by student PIN. This process has been agreed to at all levels and is being carried out. Faculty evaluations will be removed from the web and not placed on any public domain. In addition, on Dr. Thome's suggestion, the deciles listed to the right of the results will not appear on future evaluation files. Dr. Brockway took this to the deans and chairs and they agreed they were not needed.

There was a general recognition of this resolution of a long standing issue. President Thome thanked the committee of faculty and students for their difficult work over the last six years. It was noted by a faculty member that feedback now requires more class time.

Academic Council

Undergraduate Studies Committee – Upon recommendation of the University Studies Committee, the Academic Council approved the removal of one elective from the bachelor of art degree. On November 11, the University Studies Committee will meet to approve the removal of HUM 212 from university studies requirements effective with the 2005-07 undergraduate bulletin. Regent Strieter added that a review of the university studies curriculum is pending. Senator Williams noted that students will also have the option of a 120 hour degree with the new catalog.

Graduate Studies Committee – Senator Hall reported that the committee met on October 28 and approved one extension of time for a graduate degree.

Library and Academic Support – Senator Schatz reported that the committee met on October 22 and reviewed the work of a sub-committee dealing with formulas for library acquisitions for next year. The sub-committee will meet again on November 12 to bring recommendations to the full committee on December 3. The academic council will here the recommendations on December 9.

Deans and directors have received packets of information.

Insurance and Benefits

The committee met on October 27 to discuss an increase of up to six classes per year to the tuition waiver program. They have completed a benchmark study; some institutions offer eight to twelve hours.

The committee also discussed alternative dates for health fairs offered on campus. Days will be staggered with the offering of fairs during both the fall and spring semesters.

The committee will also discuss suggestions of other benefits to be added to the package and faculty questions. Please route suggestions/questions through your collegiate representative.

Residential Colleges – No report.

Intercollegiate Athletic Council

Senator Wattier reported that the council met on October 26 and discussed policy matters and received one report. The attendance policy for athletes and an appeal process for the athletic department were discussed. The council heard a report on graduation rates that the university has received some publicity on. Murray State had the only increase of any school in Kentucky. Dr. Wattier has information on this report for faculty if interested.

New Business

Vice President Navan invited faculty to a session on teaching and scholarly work this Friday at 2 p.m. in the auditorium of Alexander Hall. Joann Hammonds will present Carnegie information on clear goals and student learning objectives.

The senate adjourned at 4:25 p.m.

MURRAY STATE UNIVERSITY
FACULTY SENATE
December 7, 2004

Present: B. Almquist, L. Bartnik, J. Beaver, T. Begley, E. Brewer, T. Cantarella, J. Crofton, B. Driver, R. Ebert, J. Fuhrmann, R. Gupta, K. Jesswein, J. Koren, T. McCreary, B. Menchinger, S. Miles, M. Morgan, S. Muller, P. Munke, O. Muscio, J. Navan, B. Palmer, W. Rose, J. Schatz, T. Strieter, E. Thome, M. Wattier, A. White, S. White, M. Wiggins, P. Williams, and R. Zhang. **Proxy:** Marcie Hobbs for B. Kearney, nursing. **Guest:** King Alexander.
Absent: A. Hall, adolescent, career, and special education; M. Southerland and S. West, at-large.
Media: Carrie Pond, *The Murray State News.*

The minutes of November 9, 2004, were approved as presented.

REPORTS

Board of Regents

Regent Strieter reported that the fall enrollment has exceeded that of last year. The president invited the NCAA on campus to evaluate the athletic department upon the transfer of the athletic director to another campus position. The board will receive the recommendations from this visit at its December 10 meeting. Forty coaches, students, and administrators were interviewed. Preliminary recommendations indicate several changes.

The university has contracted with Chevron Energy Systems to conduct an energy audit of campus. Property has been acquired for a new residential college. The board will appoint two faculty to the Student Appeals Board and approve a master of fine arts degree in creative writing. Degrees will be conferred on December graduates.

Board members received an email from the president that the university has been officially reaccredited for ten years by the Southern Association of Colleges and Universities.

The American Association of State Colleges and Universities (AACSU) will conduct an educational trust study of how we produce our high graduation rate of over 50%. The nation-wide average is 37%. In addition, a delegation from the University of Mississippi will visit campus to study our residential college system.

The president added that the energy study is a very comprehensive review of our facilities and might lead to a $9 million energy savings. Vice President Navan asked if the university had considered alternative fuels. Facilities Management will review the recommendations and implement changes where appropriate.

Senator Williams, horticulture advisor, clarified that the old greenhouse is not being demolished but being given to Murray High School. This was misrepresented on the board agenda received by Regent Strieter. The president will check on this.

President

Dr. Alexander thanked faculty for their efforts in defining strategic planning for the campus during the reaffirmation process. He acknowledged the work done by Senator Palmer and the SACS QEP Committee in preparing the campus for change in the future. He sees the AACSU graduation rate study as a great honor to share what we do with other institutions and an opportunity to improve further. He acknowledged lobbying efforts in Washington by Deno Curris, former MSU president, and thanked faculty for their efforts.

The university's web portal will be enhanced to provide important development assistance to keep alumni linked to the campus.

President Alexander noted that the state budget situation appears better than last year at this time. The university presidents are working to find ways to promote higher education throughout the state.

The president reported that the NCAA will be invited back in the future to assess our improvements in athletics. The university will work in raising standards consistent throughout the campus. He as university president is accountable to the NCAA regarding athletics. The university has initiated random drug testing of student athletes and has an established three step process. The NCAA recommendations evaluate the strengths and weaknesses of the athletic programs. The university offers programs for all at risk students. Efforts are made to integrate athletic programs with the academic program. Communication will improve. A study of our peers will be conducted to analyze where we should be in financing athletics. Student fees haven't adjusted to address issues within athletics. He added that our athletic program benefits all of our students and that adequate supports should be provided. New resources will go into educational life skills, counseling, and mentoring programs.

Academic Policies

Co-Chair Palmer reported that the committee has met several times to discuss external peer review. Committee members have been able to agree on some things that have been passed on to the executive committee. A preamble was added. The committee voted in the majority to send the proposal back to the executive committee with reservations that external peer review will lead to improvement for the university and without recommendation.

Finance

Chair Rose reported that the committee met with President Alexander on November 11 and discussed several items already mentioned; one being athletics with new developments being publicly shared. They discussed the possibility of inviting state legislators to a campus forum with faculty members. It is tentatively scheduled for Wednesday, January 26, at 3 p.m. in Freed Curd Auditorium.

Chair Rose noted increasing fixed costs for the university including library costs. The university is undertaking a serious review of policy and procedures to prioritize future improvement of facilities and services.

The president listed a concern among the university presidents of legislation that would restrict institutional ability to increase tuition. Federal funding opportunities are being offered through Homeland Security Grants. The president received a report on the number of faculty that would qualify for increased full professor stipends through a proposal made by the senate last year.

Chair Rose alerted faculty of an email from accounting on the tax liability of gift certificates.

Governmental Affairs

Chair Munke reported on the visit of Dr. Richard Freed, faculty representative to the CPE, on November 15. He was delighted with his reception and the time afforded with Dr. Alexander. He found an issue of student records being tied to CPE records very useful and will take it to CPE for discussion. University contributions to the state retirement plan in relationship to optional retirement plan contributions were discussed. Dr. Freed said these contributions can be quite variable between institutions. He doesn't see this as a CPE issue but one to take under advisement with Tom Layzell, CPE president.

Chair Munke mentioned the review of programs by CPE and how the institutions will position for change and studies of affordability. The CPE will also find reasons for the low rate of transfer students from community colleges to four year institutions.

Faculty regents/trustees from across the state will elect a new faculty representative to the CPE this spring. Mr. Layzell will meet with COSFL this Saturday (December 4) to share input from the regional forums. President Thome and Regent Strieter will participate via ITV.

Handbook and Personnel

Senator White reported that the committee has identified four items for possible adjustment in the *Faculty Handbook*: 1) Modification of language recognizing the new

student evaluation questions to full procedures; 2) statements of confidentiality in search committees and tenure review including sanctions of violations and processes; 3) legal implications of non-discrimination statement as written in the *Student Life Handbook*; and 4) raising the awareness of the importance of the *Faculty Handbook* and a mechanism for notifying faculty of updates. Substantial changes and updates have been made to the *Faculty Handbook* approved through various channels over the last two years. Faculty have not been officially notified of these changes. The committee would like to see the profile of the *Handbook* raised on campus. Faculty were reminded that a summary of changes can be found at http://campus.murraystate.edu/org/facsenate/Revisions/Summary.html.

Rules, Elections, and Bylaws

Vice President Navan reported that the committee met on November 30 and reviewed procedures for the governance elections to be held in the spring. The committee brought to the senate guidelines to be used for the selection of this year's teaching excellence awards approved by the committee in October. They were unanimously approved.

Executive Committee

The committee has forwarded a request to the REB Committee to develop a process for the selection of a campus nominee for the faculty position on CPE. The executive committee met last Tuesday and discussed external peer review as brought back to the committee by academic policies. The opinion of the committee was to have the FS president and the AP co-chairs meet with the university president to discuss proposed changes. They will meet on December 13.

President Thome forwarded a request to the president for authorization to notify faculty of recent changes to the *Faculty Handbook*.

SGA has forwarded a proposal to improve the compensation of graduate assistants to the university administration. President Thome has spoken to the provost who is in support of increasing the stipend in principle but does not see funds available at this time. Vice President Navan reported that the Research Policy Committee (RPC) is considering this issue and has under consideration data from the provost's office. The committee is also looking at benchmark institutions. The executive committee will monitor the discussions of RPC and make a recommendation at the appropriate time. Dr. Alexander noted that at least one-half of our graduate assistants are out-of-state students, and President Thome added that they get an out-of-state waiver.

Academic Council

Undergraduate Studies – The committee reviewed items on first and second readings.
Graduate Studies – The committee approved one extension and appointment of graduate faculty with no course action.
Library and Academic Support – The committee will meet next week; no current report.

Insurance and Benefits

The Faculty and Staff Insurance and Benefits Committee has not met since the last senate meeting.

Residential College

Senator Muscio, college head chair, reported that the colleges are preparing for the visit by Ole Miss on December 15. He told faculty that the faculty residential college participation forms are online and can be downloaded from the residential college link. All college heads should be informing faculty. Senator Williams suggested that a link be provided on Racer Net under the FYI (Faculty Information) tab.

Task Force on Diversity

President Alexander reported that a survey to assess the climate of issues has been sent out and asked that faculty fill out and send back data and information to improve the minority climate for faculty, staff, and students. The provost's office can be contacted for more information on the survey.

Naming of Campus Facilities

Senator Wattier reported that the committee hasn't met since the last senate meeting.

Intercollegiate Athletic Council

Senate Wattier reported that the council approved the drug testing policy prompted by recent incidents among student athletes. The search committee for athletic director is meeting with candidates. The council has also discussed the discrepancy in graduation rates of women athletes and their male counterparts. The rate among the women is exceptional; academic honors for outstanding accomplishment in the classroom will be bestowed at halftime of a basketball game. Senator Wattier noted that the rate of both men and women exceed the rate of the general student population.

The council has also held preliminary discussion on bylaws changes precipitated by the NCAA.

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