



Faculty Senate

- No shared governance concerning the Academic Program Review based on enrollment and headcount.

V. Distinguished Guests

- a. President of the University, Bob Jackson. Not in attendance.
- b. Vice President of Academic Affairs and Provost, Tim Todd. Not in attendance.
- c. Faculty Regent, Melony Shemberger
 - o Regent Shemberger reminded faculty that the Board of Regents will meet on Friday, June 7. She thanked the outgoing senators for their service and noted that she looks forward to working with incoming senators. Senator Foote asked when faculty will receive more information about the Evergreen Study. Regent Shemberger replied that after the board approves the compensation adjustment faculty will be notified via an individual statement from HR. Senator Bourke expressed frustration at learning this information at this late point of time. Regent Shemberger noted that she has shared these details over email and that all employees will receive specific information about any salary adjustment. In addition, she noted that raises will take place over several years. Senator Bourke clarified that he appreciated the communication from Regent Shemberger but was frustrated at the lack of communication from the university administration regarding this process. Senator Guse noted that at the budget advisory committee, the administration shared that 33.33% of salary adjustments recommended by the Evergreen study will be made in the next fiscal year. Senator Becker asked who can provide answers to faculty questions. Regent Shemberger shared that Human Resource Director Courtney Hixon (chixon@murraystate.edu) is available to answer any questions about this review. Senator Panchuk asked whether years of service would include prior service credit in the compensation model. Regent Shemberger indicated that she was not sure, but believed the model included length of service in the discipline.

VI. Special Guests. Passed over in the orders of the day due to scheduling constraints.

- a. Director of Athletics, Nico Yantko
- b. Head Football Coach, Jody Wright

VII. Senator Spotlight, Jenilee Williams

- Senator Williams is an assistant professor in Organizational Communication and Leadership and noted that she grew up in this area. She shared pictures and information about her family and gave an overview of her professional history at Murray State. Senator Williams shared that she started working at Murray State in 2006 as an administrative assistant in the Department of Organizational Communication and Leadership. She noted that she earned her Master's at Murray State, began teaching classes at Murray State in 2016, earned her Ph.D. in 2021, and re-joined Murray State as an assistant professor in 2021. Senator Williams shared that her research interests include workplace bullying, bystander intervention, and supportive communication. She also shared her vision for shared governance, including increasing collaboration with staff congress and an emphasis on reducing workplace bullying.

VIII. Faculty Senate Proposed Agenda 2024-2025

- President Roach discussed the following Senate priorities for the 2024-2025 academic year:
 - A. 2024 Faculty Handbook Update
 - B. Inflationary adjustment of Promotion to Associate and Full



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

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

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

XII. Other University Committees

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



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



Faculty Senate

September 2024 Senate Regular Meeting Minutes

Approved at the 10/1/2024 Regular Senate Meeting

Tuesday, September 3, 2024

3:30 – 5:00 pm

Curris Center Barkley Room

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

Senators in attendance: Oliver Beckers, Michael Bordieri, Brian Bourke, Alison Brown, Erica Brown, Michael Busby, Paul Foote, Stephaine Ford, Chad Gaylord, Eran Guse, Marshall Hayes, Ray Horton, Amanda Joyce, Samer Khalil, Jonathan Lyon, Susan Miller, Naveen Musunuru, Shauna Mullins, Braun Oldenkamp, Heidi Ortega, Julie Cyzewski proxy for Michelle Panchuk, Barbie Papajeski, Jeremy Phillips, Elena Picech, David Pizzo, Jessica Pryor, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Faris Sahawneh, Sarah Martin proxy for Cintia Segovia Figueroa, Shri Singh, Jan Super, Ken Sutrick, Carol Terracina-Hartman, Jenilee Williams, and Abdul Yarali.

Guests in attendance: Provost Tim Todd, Associate Provost Renee Fister, Faculty Regent Melony Shemberger

- I. Call to Order at 3:35pm by President Roach.
- II. Welcome and Sign-in. President Roach welcomed senators to the meeting and reminded senators to notify the senate in advance (msu.facultysenate@murraystate.edu) if they will be attending remotely or sending a proxy.
- III. Approval of Minutes. A motion to approve the May 2024 organizational meeting minutes was made by Senator Terracina-Hartman and seconded by Senator Sahawneh. The minutes were approved by a majority display of hands.
- IV. Appointments and Rulings from the Chair
 - President Roach appointed Senator Selise Ridolfi (Adolescent, Career , and Special Education) and Senator Chadwick Gaylord (Department of Agricultural Science) as at-large senators with unanimous consent.
 - President Roach appoint Senator Brenda Reeves as Faculty Senate Liaison to the Advance Grant and ex officio to the Executive Committee with unanimous consent.
- V. New Senator Cord Ceremony
 - Passed over in the orders of the day.
- VI. State of the Senate Address – President of the Faculty Senate, David Roach
 - President Roach presented a state of the Senate Address highlighting both personal and professional concerns he faced during the previous academic year. He highlighted several concerns that the senate confronted at the start of the 2023-2024 academic year, including an outdated faculty handbook from 2019, compensation concerns, faculty retention, instructor representation in the Senate, Senate representation from the school of nursing and health professions, and state legislative concerns.
 - President Roach also provided background on the charge of the faculty senate, including a mandate to advise the president on all manners related to faculty. He also provided a brief overview of how the Faculty Senate works, with an emphasis on the guiding nature of Senate

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bylaws, Senate precedent, and Robert's Rules. He also briefly reviewed the four major items of senate business: motions, special resolutions, resolutions, and handbook revisions.

- President Roach also highlighted select Senate accomplishments from the 2023-2024 term, including:
 - A. Updated Faculty Handbook 2023 edition
 - B. 2% COLA for all faculty and a market salary adjustment for 50% of faculty (all ranks).
 - C. First At-Large Instructor elected under new constitution, first instructor to chair a subcommittee(at least in recent memory), and several more instructors elected by departments
 - D. By-laws revision restoring representation for SONHP
 - E. State Legislative encroachments on academic freedom and tenure were defeated or delayed and mitigated by senate action on post-tenure review
- President Roach also outlined his priorities for the 2024-2025 academic year, including:
 - A. Academic Policies
 - Regular faculty classification to include instructors
 - Promotion for instructors
 - B. Finance
 - Inflationary adjustment for Associate and Full promotion
 - C. Government Affairs
 - Administration Evaluation Procedures Update/Review
 - D. Handbook and Personnel
 - Update the Faculty Handbook 2024
 - E. Rules, Elections, and By-Laws
 - Review constitutional representation in light of new university structures
 - F. Executive Committee
 - Post-tenure review revisions
 - Summer Compensation Review

VII. Distinguished Guests

- a. Vice President of Academic Affairs and Provost, Tim Todd.
 - Provost Todd welcomed faculty back for the fall semester. He reported that he met with faculty senate officers throughout the summer and with the Senate executive committee last week to discuss academic program review. Provost Todd reported that the intent of the recently announced credit hour production tool is to assist chairs and deans with course scheduling and to ensure equity in teaching load. Provost Todd also noted that the credit hour production guideline is significantly less than peer institutions. Associate Provost Fister shared that feedback from many chairs has been positive and that the institution has saved approximately \$200,000 in overload costs since implementing the tool. Senator Bourke shared that he has had some difficulty meeting the threshold with his graduate course loads and expressed that the need to write justifications for falling below the threshold is burdensome and concerning. Provost Todd and Associate Provost Fister acknowledged the tool is still in development and that the thresholds were developed based on university-wide metrics.

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- Senator Bourke asked a follow up question regarding increased enrollment caps for summer courses. Associate Provost Fister shared context as to how summer salaries are funded, and noted that the Provost office is committed to support \$1.2 million of summer faculty salary. She also noted that the enrollment minimums were increased to 15 from 10 for undergraduate to 12 from 8 for graduate courses with a target enrollment of 20. Provost Todd shared that summer teaching is part of the core university budget, and that these steps are needed to keep within the overall annual budget. Senator Horton asked if the summer minimum enrollment caps might also become minimums during regular academic terms. Provost Todd noted that the primary goal is to sustain the overall financial health of the institution, and noted that Murray State has avoided cuts and force reductions that have occurred at peer institutions. Senator Bourke asked a question regarding increasing enrollment, and Provost Todd noted that faculty play a key role in recruiting. Associate Provost Fister followed up that the composition of students can lead to different revenue rates, and clarified that the intent of these recent changes is to maintain the financial health of the institution without the need to resort to more disruptive measures in the future. She followed up that we have wonderful faculty, and that we need to work together to solve this challenge with as much transparency as possible.
- Senator Pizzo raised a concern regarding the large amount of tuition discounts, and how that might impact our overall revenue. Provost Todd replied that this is a balancing act that is continually monitored and discussed. Senator Martin asked what aspects of recent student demographic shifts have impacted our revenue. Associate Provost Fister replied that there are multiple factors, including changes in international enrollment and increases in dual-credit hours earned by incoming students. Senator Martin asked if there are any additional international recruitment efforts, and Associate Provost Fister shared that there are several international recruitment efforts underway. Senator Super asked about the potential for another early retirement offering. Provost Todd indicated that he is not aware of any discussion regarding such a program.

b. Associate Provost, Renee Fister.

- Associate Provost Fister provided an update on the state performance funding model set by the legislature and implemented by the Kentucky Council on Postsecondary Education (CPE). She noted that recent increases in low-income bachelor degree weighting has helped Murray State along with several other changes to the model. Associate Provost Fister shared that now is a great time for faculty and staff to use tuition waivers for courses at Murray State, as adult learners are weighted more heavily in the model. She shared that increases in performance funding are important to the financial health of the institution, and that they are already innovating by developing a new financial literacy course for adult learners. Senator Bourke asked if adult learning classes need to be taken for a grade, and Associate Provost Fister clarified that a letter grade is needed for the course to count in the funding model. Senator Horton asked about possibilities for other departments to offer courses targeting adult learning, and Associate Provost Fister indicated that there may be opportunities for additional courses.

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- c. Faculty Regent, Melony Shemberger.
 - o Regent Shemberger welcomed faculty back to the new academic year. She highlighted her recent email update to all faculty, and provided a brief overview of her ex officio role in the Faculty Senate. Regent Shemberger reported that she is currently serving her second term as regent and that she will not seek reelection at the expiration of her term in 2025. Regent Shemberger shared that she looks forward to returning her focus to her teaching and research, and that she is happy to talk with any faculty who might be interested in the position.
- VIII. Senator Spotlight, Dr. Alison Brown, Center for Communication Disorders
 - Senator Brown shared that she is starting her 12th year at Murray State and that she grew up in Murray. She shared that her professional interests are voice and her research focuses on dyslexia. Senator Brown shared some highlights of her recent research, and noted that she loves working with her departmental colleagues.
- IX. New Senator Cord Ceremony
 - Senators Brown, Gaylord, Hayes, Miller, Lyon, and Pryor were presented graduation cords by President Roach and Regent Shemberger.
- X. Reports --- Faculty Senate Standing Committees
 - A. Academic Policies – Chair, Brian Bourke
 - a. Senator Bourke shared that the committee plans to focus on senior instructor promotion and instructor classification in the faculty handbook.
 - B. Finance – Chair, Jan Super
 - a. Senator Super shared that the committee plans to look at cost of living and promotion raises as well as following up on recommendations from the 2023 faculty engagement survey.
 - C. Governmental Affairs – Secretary of the Senate, Michael Bordieri
 - a. Secretary Bordieri shared that the committee plans to continue to advocate for faculty priorities during the upcoming legislative session, and he noted that challenges from the previous session will likely continue this year.
 - D. Handbook and Personnel – Chair, Michael Busby
 - a. Senator Busby praised former Senator Post for his leadership of the committee, and reported that the committee plans to continue to work on modernizing the handbook. He also noted that the committee plans to continue working on a proposed revision to the inclement weather policy.
 - E. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - a. Vice President Ortega shared that the committee plans to continue to oversee nominations and elections for faculty shared governance. She also noted that there will be a regent election in the Spring that her committee will oversee. Vice President Ortega also noted that any questions regarding subcommittee membership or change requests should be directed to her.
 - F. Executive – Faculty Senate President, David Roach
 - a. President Roach reported that the executive committee was informed of an election error at their last meeting. Vice President Ortega took responsibility for the error. President Roach reported that the executive committee is continuing to work on post-tenure review but that no immediate action is expected. He also announced a plan to increase faculty social engagement via a monthly coffee hour.



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President Roach shared that the senate has been given some money from the Provost office to hold a faculty social event, and that he plans to form an ad hoc committee to plan a social event for faculty. President Roach also noted that the executive committee will also discuss recent changes to summer compensation.

XI. Other University Committees

A. Faculty and Staff Insurance and Benefits Committee

a. Senator Pizzo reported that the committee received an initial report from the new consultant regarding benefit costs and they are waiting to receive utilization data.

B. Parking Advisory Committee

a. Senator Foote shared recent updates regarding parking on campus, including the planned installation of two electric vehicle chargers. Senator Foote also reported that 15 spaces in the 15th and Olive Street lot were converted to faculty only (blue) parking. President Roach added the several new ADA spaces were opened near faculty hall prior to the start of the Fall semester.

XII. Old Business

- None

XIII. New Business

- None

XIV. Adjourned by unanimous consent at 5:05 pm.



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October 2024 Senate Regular Meeting Minutes

Approved at the 11/12/2024 Regular Senate Meeting

Tuesday, October 1, 2024

3:30 – 5:00 pm

Curris Center Barkley Room

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

Senators in attendance: Oliver Beckers, Michael Bordieri, Brian Bourke, Alison Brown, Erica Brown, Michael Busby, Paul Foote, Stephanie Ford, Chad Gaylord, Eran Guse, Marshall Hayes, Jeff Henry, Ray Horton, Amanda Joyce, Samer Khalil, Jonathan Lyon, Susan Miller, Ted Porter proxy for Shauna Mullins, Naveen Musunuru, Braun Oldenkamp, Heidi Ortega, Barbie Papajeski, Jeremy Phillips, Elena Picech, David Pizzo, Jessica Pryor, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Faris Sahawneh, Sarah Martin proxy for Cintia Segovia Figueroa, Megan Smetana, Ken Sutrick, Carol Terracina-Hartman, Jenilee Williams, and Abdul Yarali.

Guests in attendance: Faculty Regent Melony Shemberger, Student Regent Brendan Hawkins, and Associate Provost Renee Fister.

- I. Call to Order at 3:36 by President Roach with a minor delay due to technical difficulties with the remote video feed.
- II. Welcome and Sign-in
- III. Approval of Minutes.
 - President Roach made a motion to approve the September 2024 minutes and they were approved by a majority show of hands.
- IV. Appointments and Rulings from the Chair.
 - President Roach shared that Senator Jan Super was injured while teaching overseas and he appointed Senator Brenda Reeves as interim chair of the Finance committee via unanimous consent.
- V. Agenda Update --- President of the Faculty Senate, David Roach
 - President Roach noted that when we have a pending resolution, we should be careful not to ask an administrator to make a judgment on the matter prior to their deceleration time-frame, which is approximately 30 days from an item being approved by the Senate.
 - President Roach provided a brief update regarding items of business being worked on by committees as well as senate priorities.
- VI. Distinguished Guests
 - President of the University, Bob Jackson. Unable to attend due to campus guests and a special meeting of the Board of Regents.
 - Vice President of Academic Affairs and Provost, Tim Todd. Unable to attend due to campus guests and a special meeting of the Board of Regents.
 - Faculty Regent, Melony Shemberger
 - Regent Shemberger shared that she will provide an update regarding Dr. Jackson's retirement via email shortly. She offered an overview of the presidential search process including the composition of the search committee and plan for a

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transitional period. Regent Shemberger indicated that the board has entered into an agreement with Academic Search Inc. to assist with the search.

VII. Senator Spotlight- Dr. Ray Horton

- Senator Horton introduced himself to the senate and noted that he will keep his remarks brief to save room for senate business. He introduced his family, including the unofficial mascot of the English and Philosophy department, Pug-Pug the dog. Senator Horton shared his teaching and research interests in contemporary American Literature as well as his involvement with the Commonwealth Honors Academy. He also shared select aspects of his service and advocacy work, including leadership as the former president of the Americana Religion and Literature Society and member of the organizing committee of Murray State's United Campus Worker chapter.

VIII. Reports --- Faculty Senate Standing Committees

A. Academic Policies – Chair, Brian Bourke

- a. 1st Reading: FSR 24-25-1--- Promotion Path for Instructors
- b. Senator Bourke discussed the rationale for FSR 24-25-1 and highlighted information contained in the financial impact forecast of the policy provided in the addendum. Senator Reeves asked whether handbook language regarding instructors will also be addressed in this resolution. Senator Bourke replied that the plan is to move forward with this resolution to gauge support and feasibility prior to engaging in more systematic handbook changes.

B. Finance – Chair, Brenda Reeves

- a. Straw Poll
- b. Senator Reeves introduced a straw poll to gain feedback from faculty senators regarding potential priorities for the committee to focus on during this academic year. The priorities were sent to senators in advance of the meeting and included:
 - i. Establishing an Ombudsman and an anonymous grievance channel
 - ii. Outsourcing the faculty engagement survey
 - iii. Establishing a Steering Committee of on-campus experts
 - iv. Proposing early retirements and streamlining programs
 - v. Investigating reasons for regrettable turnover
 - vi. Increasing dollar amounts for promotions (Associate & Full)
 - vii. ACHA Healthy Campus – establishing a program to promote healthy activity for faculty.
- c. Faculty senators provided input via a straw poll. Senator Reeves indicated that her committee will discuss the results and update the Senate at the next regular meeting.

C. Special Guest. Student Government Associate (SGA) President and Student Regent Brendan Hawkins. With unanimous consent, Regent Shemberger introduced special guest Regent Hawkins. Regent Hawkins introduced himself to the Senate and thanked faculty for their work.

D. Governmental Affairs – Secretary of Senate, Michael Bordieri

- a. Secretary Bordieri provided an update regarding legislative activity during the interim session, with an emphasis on a recent interim joint education committee meeting focused on diversity, equity, and inclusion in higher education. Secretary Bordieri reported that the committee plans to continue to monitor and advocate

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for faculty legislative priorities, including preserving academic freedom and supporting all students, faculty, and staff. He also noted that the committee was discussing strategies to increase faculty engagement in annual administrator evaluations.

- E. Handbook and Personnel – Chair, Michael Busby
 - a. Senator Busby provided an update on the priorities of the handbook committee, including a focus on finalizing the 2024 update to the faculty handbook. He also noted that his committee is short a member, and invited any interested senators to join.
- F. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - a. Vice President Ortega stated there was no report from the committee but that handbook and personnel still needed an additional member. Senator Oldenkamp volunteered to switch committees.
- G. Executive – Faculty Senate President, David Roach
 - a. 1st Reading: FSR 24-25-2 --- Summer Compensation
 - i. President Roach provided a history of proration of summer salary based on summer enrollment, noting that proration was introduced approximately 15 years ago. He noted that the 10 (undergraduate) and 8 (graduate) enrollment requirements for full compensation have been accepted practice since that time. President Roach also noted that the current summer budget is approximately \$300,000 short and that the proposed increase in proration caps is designed to address this shortfall, among other measures. President Roach indicated that some progress has been made with the Provost's office regarding other possible strategies to address this budgetary concern.
 - ii. Senator Pizzo expressed that this is a self-created crisis and that he is frustrated that it is being forced on faculty. Senator Guse indicated that he has economic expertise in this area, and that canceling classes that make revenue to try to save money is highly problematic. He also expressed that he is unwilling to teach if increased proration goes into effect. Senator Busby stated that summer classes generate revenue with small enrollments (e.g., 4) and asked where all the additional revenue goes. He also shared that Senator Reeves proposed a good idea regarding improved enrollment management to make summer classes more efficient.
 - iii. President Roach noted that additional revenue from summer teaching goes into the general fund. He also shared that if cuts are not made here, there will be cuts in other aspects of the budget. Senator Reeves shared that she wants more transparency regarding the budget. Senator Pryor shared that canceled summer classes harm students, by pushing back graduation, requiring students to take classes at other institutions, and by creating additional enrollment strains in future semesters. Senator Pizzo shared that he is teaching an uncompensated overload and that doing so is not sustainable. Senator Pizzo also indicated that he believes that the

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culture of austerity being imposed on the institution does not match the fiscal reality.

- iv. Senator Bourke noted that asking faculty to find the solution to the crisis is inappropriate, stating that he believes that it is the responsibility of administrators to propose a viable solution. Senator Pizzo asked why there have been no efforts to increase summer enrollments. Senator Hayes asked what active role the Faculty Senate could play in finding a solution. President Roach indicated that faculty senate leadership is actively working to find a more sustainable approach. He shared that one possible solution is to grow out of this problem by offering more high-enrollment summer courses. However, he indicated that it is not possible to fully develop a sustainable solution under intense time pressure and only via a faculty pay cut. He also indicated that negotiations are ongoing and that progress may be made during the 30-day reading period of this resolution. Senator Reeves recommended holding a faculty listening session to obtain broader faculty input. Senator Horton also raised a concern regarding the proposed increase in graduate enrollment caps to 20 students, indicating that large enrollments could harm student learning. President Roach thanked Senator Horton for the concern and noted that current senate efforts are focused on the increased proration aspect of the proposal.
- v. President Roach reported that senate leadership will continue to work on negotiations with an update to the executive committee in the coming weeks. Senator Hayes asked what power faculty have to negotiate. Senator Guse noted that faculty have power here, as they don't have to teach in the summer. Senator Bourke noted that there is also a faculty equity concern, as some faculty cannot afford to not teach in summer, even with the pending proration changes. Senator Reeves also noted that student government has power, as ultimately students are impacted. President Roach shared that he is passionate about this topic and that he plans to continue to work proactively toward a solution. President Roach offered some possible alternative compensation models for long-term consideration, including a flat summer rate. Senator Pizzo noted that he believes that a flat rate should be indexed to inflation with an annual increase. Senator Roach also shared other possible models, including a model offering differential rates based on faculty rank and a model offering incentives for additional enrollment beyond the proration target. Senator Henry proposed exploring the possibility of a compensation model based on a percentage of tuition generated.

IX. Other University Committees

A. Faculty and Staff Insurance and Benefits Committee

- a. Senator Pizzo reported that employee's share of benefit cost will be going up to meet the target allocation of 80% of costs covered by the employer with 20% covered by employees. Senator Pizzo noted that the new benefits consultant proposed an implementation approach that helps protect lower paid employees. Senator Pizzo indicated that he will share a slide show



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regarding the cost increase with President Roach to distribute to senators. Senator Guse asked about specific changes to costs and deductibles. Senator Pizzo indicated that the out-of-pocket maximum is going up on the high deductible plans to conform with IRS regulations, but that otherwise the cost increases are contained to increased employee premiums.

X. Old Business

- None

XI. New Business

- Secretary Bordieri reported that the next regular Senate meeting falls on a presidential election holiday (11/5/24) during which classes are canceled. President Roach made a motion to reschedule the next regular Senate meeting to Tuesday, November 12th, which was approved with unanimous consent.
- FSM 24-25-3 - Recognizing Dr. Bob Jackson on the Occasion of His Retirement
 - A. Secretary Bordieri made a motion from the floor to recognize Dr. Jackson for his accomplishments as president and wish him well in retirement. The motion was seconded by Senator Sahawneh. The motion was presented to senators for reading. President Roach called a vote and the motion passed with 26 yes, 3 opposed, and 1 abstention.

XII. Adjourn

- The meeting was adjourned by unanimous consent at approximately 4:57pm.



Faculty Senate

November 2024 Senate Regular Meeting Minutes

Approved at the 12/3/2024 Regular Senate Meeting

Tuesday, November 12, 2024

3:30 – 5:00 pm

Curris Center Barkley Room

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

Senators in attendance: Oliver Beckers, Michael Bordieri, Brian Bourke, Alison Brown, Erica Brown, Michael Busby, Paul Foote, Eran Guse, Marshall Hayes, Ray Horton, Samer Khalil, Jonathan Lyon, Traci Byrd proxy for Susan Miller, Naveen Musunuru, Braun Oldenkamp, Heidi Ortega, Barbie Papajeski, Jeremy Phillips, Elena Picech, David Pizzo, Jessica Pryor, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Faris Sahawneh, Ken Sutrick, Carol Terracina-Hartman, Jenilee Williams, and Abdul Yarali.

Special Guests: Faculty Regent Melony Schemberger, Provost Tim Todd, Associate Provost Renee Fister. Assistant Provost Ashley Ireland.

- I. Call to Order at 3:30pm by President Roach
- II. Welcome and Sign-in
- III. Approval of Minutes. A motion to approve the October 2024 minutes was made by Senator Pizzo. Seconded by Senator Terracina-Hartman. Minutes approved by 25 yes votes.
- IV. Distinguished Guests
 - a. Vice President of Academic Affairs and Provost, Tim Todd
 - i. Provost Todd provided an update on summer teaching compensation to the senate. He acknowledged that the provost office moved too quickly in considering a new model, and announced that the current funding model will remain in place for summer 2025. Provost Todd also announced the formation of a taskforce to make recommendations for summer 2026 (and beyond). He announced that Faculty Senate President Roach will be a member of the taskforce. Senator Terracina-Hartman asked about potential alternative models that are being considered. Provost Todd clarified that there are no pre-selected models, and that the job of the taskforce will be to explore potential models as informed by a review of peer institutions. Senator Beckers asked for elaboration regarding what costs are creating a financial problem for summer teaching. Provost Todd explained that summer teaching is modeled into the 12-month budget. Senator Musunuru asked for a timeline for the taskforce, and Provost Todd responded that the primary work of the taskforce will need to be completed by April 1, 2025.
 - V. Appointments and Rulings from the Chair
 - a. Chair Election: Senator Brenda Reeves was elected to chair the Faculty Senate Finance Committee
 - b. Faculty Senate President David Roach was appointed to the Provost's Taskforce on Summer Compensation via unanimous consent.
 - VI. Agenda Update --- President of the Faculty Senate, David Roach

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- a. President Roach reported that the Finance committee was charged with exploring an Inflationary adjustment for Associate and Full promotion.
 - i. President Roach provided a brief update on summer compensation. He shared that summer proration rates will remain the same as last year for Summer 2025. President Roach thanked the Provost's office and the Deans for covering the budget shortfall. He also shared that new summer compensation models will be considered for 2026 and beyond. President Roach solicited input regarding the taskforce, noting that he believes that the goal should not be simply to cut faculty salaries. President Roach indicated that an ideal solution needs to work for faculty, students, and the overall financial health of the institution.
 - ii. President Roach charged senators to discuss summer compensation with their constituents and bring ideas and concerns to the December 2024 Senate meeting. President Roach then shared several compensation models that have been discussed including, but not limited to:
 - 1. Flat rates based on rank
 - 2. Flat rates based on course-level (100-200, 300-400, graduate)
 - 3. Percentage of base pay with upper and lower salary caps
 - 4. Higher proration rates
 - 5. New courses and/or enrollment increases
 - 6. More access to financial aid and scholarships for students
 - 7. Fully budgeted instructional costs

VII. Distinguished Guests

- a. Faculty Regent, Melony Shemberger
 - i. Regent Shemberger provided an update on the recently announced partnership with the University of Louisville Medical School. Senator Beckers asked about a timeline for this partnership. Regent Shemberger indicated that the letter of intent offers general guidance with regard to timeline, and that more details are forthcoming.

VIII. Senator Spotlight, Dr. Oliver Beckers

- a. Dr. Beckers introduced himself and his family to the senate, and shared the story of the remarkable discovery of a new species of insect (*Hebetica sylviae*) by his daughter and wife in their garden. He also shared his hobbies, including cycling and heavy metal music. Dr. Beckers then highlighted his academic journey and research focus on insects and other animals, including parasitic flies. He also shared an overview of undergraduate programs in biology.

IX. Reports --- Faculty Senate Standing Committees

- i. Academic Policies – Chair, Brian Bourke
 - 1. Vote: FSR 24-25-1 --- Promotion Path for Instructors
 - a. Senator Bourke provided a brief update on minor revisions made to the resolution since the first reading before returning the floor to President Roach for voting. President Roach provided an overview of discussion, voting, and amendment procedures.
 - b. Senator Guse asked for additional details regarding the potential financial impact of the policy. Senator Bourke stated that the maximum possible annual financial impact would be



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approximately \$240,000, but that the actual impact would likely be lower and more gradual. Senator Guse noted that a quarter of a million dollars is a considerable annual expense. Senator Becker asked about where the money will come from, and expressed a concern that the money could come from cuts to the academic budget. Senator Bourke indicated that he has not had any conversations with the administration, and President Roach added that it would be challenging to absorb the full cost. Senator Bourke added that salaries come from the base operating budget, and that he does not anticipate that these proposed promotions would come from college/departments.

- c. Senator Foote expressed his support for the resolution. Senator Horton spoke in favor of the resolution, sharing that his department's recent analysis of compensation revealed that instructors are in need of a meaningful promotion pathway. Senator Guse asked about the turnover rate on instructors. President Roach noted that the overall turnover rate is approximately 20-30 faculty per year. Senator Alison Brown spoke in favor of the resolution and noted that their department has significant difficulty recruiting and retaining instructors due to salary concerns. Senator Papajeski spoke in favor of the resolution, stating that she was part of a taskforce that worked on this issue and she appreciated that it was being brought forward by the senate.
- d. Final vote: 23 Yes, 1 no, 1 abstention. The resolution passed.

ii. Finance – Chair, Brenda Reeves

- 1. Senator Reeves presented an update on several priorities of the finance committee, including increased promotion amounts for associate/full ranks, an ombudsperson position, faculty turnover rates, and the tuition discount rate. Senator Pizzo and Foote provided comments and feedback on the presented preliminary data.

iii. Governmental Affairs – Secretary of Senate, Michael Bordieri

- 1. Secretary Bordieri provided an overview of recent legislative activity, including ongoing interim joint committee on education meetings regarding DEI in higher education. He shared that the subcommittee will be meeting soon to discuss legislative priorities for the upcoming 2025 session, and that they are planning for an active session. Senator Horton asked about any state-level discussion regarding alternative institutional accreditation, consistent with recent national political developments. President Roach, Secretary Bordieri, and Regent Schemberger all stated that they were not aware of any discussions.

iv. Handbook and Personnel – Chair, Michael Busby

- 1. Information Item: Faculty Handbook 2024 Update
- 2. Senator Busby reported that the 2024 version of the handbook has been updated and posted online. He requested that any errors or revision

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request be brought to the Senate's attention at
msu.facultysenate@murraystate.edu.

3. Senator Busby noted that the handbook committee is continuing to explore remote instruction guidelines, and that their focus is shifting from inclement weather to a broader consideration of remote instruction.
- v. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 1. Vice President Ortega shared that the committee is preparing for nominations for the regent's teaching award as well as the 2025 faculty regent election.
- vi. Executive – Faculty Senate President, David Roach
 1. Vote: FSM 24-25-2 --- Summer Compensation
 - a. Senator Terracina-Hartman made a friendly amendment to remove the hyphen between timely-manner. Adopted with unanimous consent. Senator Bourke made a friendly amendment to correct a grammar concern with an apostrophe (members' instead of member's). Adopted with unanimous consent. Senator Horton introduced an amendment to replace "long-term" with "for all stakeholders." Seconded by President Roach. Vote for amendment: 23 yes, 0 no, 0 abstain.
 - b. Senator Guse commented that he did not realize that without summer teaching there is a significant overall budget gap. He expressed that we need to work on this gap, as he does not believe it is healthy to rely on voluntary off-contract summer instruction to balance the budget. Senator Pizzo expressed agreement and indicated that faculty has significant leverage with this issue. Senator Reeves expressed that she believes we need to find more effective ways of running the university and that the current budget mode is not sustainable.
 - c. Final vote: 26 yes, 0 no, 0 abstentions. The resolution passed.
- X. Other University Committees
 - i. Faculty and Staff Insurance and Benefits Committee
 1. No report.
 - ii. Presidential Search Update
 1. President Roach reported that while he is not on the search committee the search consultant firm reached out to him to gain the Senate's perspective. He discussed priorities that he shared with the consultants and requested that senators share additional feedback with him. President Roach reported that the search consultants appear confident that the search process will yield high quality candidates. Regent Shemberger indicated that nominations/applications are open, and that the consultants expect a large pool of candidates. She shared that the search committee will have access to the entire pool of candidates, but the consultants will also offer a recommended list of candidates. Regent Shemberger indicated that the leadership qualities she highlighted



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included working with state and federal policymakers and respect for faculty's core role in the institution.

XI. Old Business

- a. Senator Reeves reminded senators that a faculty engagement survey will not be conducted by the finance committee this year.

XII. New Business

- a. Senator Williams reminded faculty that application for the [Giving Back Endowment: Faculty Innovation Grants](#) are now open.
- b. President Roach reminded faculty that an informal faculty coffee will occur tomorrow (11/13/24) beginning at 8:30 at the Waterfield Library Porch.

XIII. Adjourned by unanimous consent at 5:04pm.



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December 2024 Senate Regular Meeting Draft Minutes

Approved at the 2/4/2025 Regular Senate Meeting

Tuesday, December 3, 2024

3:30 – 5:00 pm

Curris Center Barkley Room

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

Senators in attendance: Gary ZeRuth proxy for Oliver Beckers, Michael Bordieri, Brian Bourke, Alison Brown, Erica Brown, Michael Busby, Paul Foote, Stephanie Ford, Chad Gaylord, Eran Guse, Marshall Hayes, Jeff Henry, Ray Horton, Amanda Joyce, Samer Khalil, Jonathan Lyon, Susan Miller, Shauna Mullins, Naveen Musunuru, Braun Oldenkamp, Heidi Ortega, Michelle Panchuk, Barbie Papajeski, Jeremy Phillips, Elena Picech, David Pizzo, Jessica Pryor, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Faris Sahawneh, Megan Smetana, Ken Sutrick, Carol Terracina-Hartman, Jenilee Williams, and Abdul Yarali.

Special Guests: Faculty Regent Melony Schemberger

- I. Call to Order at 3:30pm by President Roach
- II. Welcome and Sign-in
- III. Approval of Minutes. The November 2024 minutes were approved by 24 yes votes.
- IV. Agenda Update --- President of the Faculty Senate, David Roach
 - a. President Roach provided an update on priority items including, a revision to the faculty handbook to align instructors within the regular faculty ranks.
- V. Distinguished Guests
 - a. Faculty Regent, Melony Shemberger
 - i. Regent Shemberger shared several upcoming items pending on the agenda for the December Board of Regents meeting, including academic program changes and new degree programs already approved by academic council, financial audit reports, and naming opportunities. She indicated that she will email the agenda to faculty when finalized and invited faculty to participate in commencement on Saturday, December 14th.
- VI. Senator Spotlight
 - a. President Roach encouraged all senators to introduce themselves, their department, and something about themselves. Senators took turns making introductions.
- VII. Reports --- Faculty Senate Standing Committees
 - a. Academic Policies – Chair, Brian Bourke
 - i. Senator Bourke shared priorities for the committee, including exploring responsibilities of faculty on various committees and exploring the practice of post-promotion salary adjustments.
 - b. Finance – Chair, Brenda Reeves
 - i. Senator Reeves provided updates on committee priorities, indicating that their focus is on the top four priorities identified in the 2023 faculty engagement survey: promotion and tenure raises, grievance policies, faculty turnover, and faculty involvement in budgeting. Senator Reeves also presented preliminary data

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regarding faculty salaries from peer institutions compiled from an online salary database. Regent Shemberger shared concerns regarding Risepoint management of an online program in her department, and noted a need for increased transparency and reporting. Senator Busby shared that he believes that the Senate should invite campus administrators to attend senate meetings and share information regarding major budget commitments. Senator Pizzo shared a concern that the budget advisory committee has not yet met during this academic year.

- c. Governmental Affairs – Secretary of Senate, Michael Bordieri
 - i. Secretary Bordieri shared that the committee continues to prepare for the 2025 legislative session and that there have been no significant developments since the last meeting. Senator Panchuk asked about possible changes to the Council of Higher Education Diversity Plan and requests for campus-level information by legislators. Secretary Bordieri replied that the Interim Joint Committee on Education requested information from all Kentucky public institutions regarding diversity programs, policies, and courses. Further, he indicated that the CPE diversity plan is mandated by statute and that it appears to be an area of concern for some lawmakers.
- d. Handbook and Personnel – Chair, Michael Busby
 - i. Senator Busby reported that the committee is developing a tracking system for faculty to share recommendations for handbook updates/revisions. He also shared a recent request to explore the wording regarding years of service required from promotion to full professor. Senator Busby indicated that the committee believe that the handbook language is not in need of revision, but that training and clarification at the college level may be needed to clarify the year of service requirements.
- e. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - i. No report
- f. Executive – Faculty Senate President, David Roach
 - i. President Roach reported that a motion to recommend increases to promotion raises is being discussed by the executive committee.
 - ii. Open Forum: Summer Compensation Ideas and Models
 - 1. President Roach called to order the open forum welcoming discussion on the summer compensation model and offered a set of guiding questions and possible models. Senators engaged in a lively discussion regarding possible models.

VIII. Other University Committees

- a. Faculty and Staff Insurance and Benefits Committee
 - i. No report. Committee meets Friday 12/6.

IX. Old Business

X. New Business

- a. Senator Reeves raised a concern regarding facility management and heating of university buildings.

XI. Adjourned by unanimous consent at 5:05pm.



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February 2025 Senate Regular Meeting Minutes

Approved at the 3/4/2025 Regular Senate Meeting

Tuesday, February 4, 2025

3:30 – 5:00 pm

Curris Center Barkley Room

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

Senators in attendance: Oliver Beckers, Michael Bordieri, Brian Bourke, Alison Brown, Erica Brown, Michael Busby, Paul Foote, Stephanie Ford, Chad Gaylord, Eran Guse, Jenifer Hart proxy for Marshall Hayes, Brian Clardy proxy for Ray Horton, Amanda Joyce, Samer Khalil, Jonathan Lyon, Susan Miller, Shauna Mullins, Naveen Musunuru, Braun Oldenkamp, Heidi Ortega, Barbie Papajeski, Jeremy Phillips, Elena Picech, Jessica Pryor, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Faris Sahawneh, Cintia Segovia Figueroa, Megan Smetana, Ken Sutrick, Carol Terracina-Hartman, and Jenilee Williams.

Special Guests: Melony Shemberger, Faculty Regent; Renee Fister, Associate Provost; Katy Hancock, Council of Chairs Co-chair; Ashely Ireland, Assistant Provost; Camela Ramey, Academic Budget Coordinator.

- I. Call to Order by President Roach at 3:31pm
- II. Welcome and Sign-in
- III. Approval of Minutes
 - Senator Bourke made a motion to approve the December 2024 minutes, seconded by Senator Carol Terracina-Hartman. The minutes were approved by vote: 28 yes, 0 no, 1 abstain.
- IV. Agenda Update --- President of the Faculty Senate, David Roach
 - President Roach provided a brief update on the priorities and progress of senate committees. President Roach also announced that elections for faculty senate officers will be held in April, 2025 and solicited volunteers to serve on an ad hoc election committee. Senators Susan Miller, Oliver Beckers, Jessica Pryor, and Cintia Segovia Figueroa volunteered to serve on the committee. Senator Guse asked for a rationale for why officers are selected only from current senators. President Roach and Vice president Ortega provided information regarding the recent constitutional change and noted that the intention of the change was to ensure institutional continuity of the senate. President Roach also discussed a scenario whereby a newly elected senator could be nominated as a senate officer if a certain set of conditions were met.
 - President Roach announced that he will not be seeking re-election as faculty senate president and announced his candidacy for faculty regent. He stated that he will recuse himself from all planning and oversight of the regent election conducted by the rules, election, and bylaws subcommittee of the Senate.
- V. Distinguished Guests
 - Faculty Regent, Melony Shemberger
 - Regent Shemberger shared that the President search is ongoing and that interviews with semi-finalist will be held in the coming weeks. Senator Beckers asked for the number of semi-finalists and Regent Shemberger shared that there

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are 11 semi-finalists. Senator Beckers expressed a preference for a president with teaching experience. Regent Shemberger stated that she and Dr. Daniel Wann, the faculty representative to the search, have both expressed that teaching experience is an important quality.

VI. Senator Spotlight

- Senator Carol Terracina-Hartman introduced herself to the senate and shared highlights from her personal and professional history as a journalist, academic, and avid animal lover.

VII. Reports --- Faculty Senate Standing Committees

A. Academic Policies – Chair, Brian Bourke

- a. Senator Bourke indicated that there is no report. President Roach stated that FSM 24-25-1 Promotion Path for Instructors is still under review by the Provost.

B. Finance – Chair, Brenda Reeves

- a. Vote FSM 24-25-4: Faculty Salary Increases for Promotion. Senator Reeves introduced the motion and provided a rationale for minor changes to the recommended promotion amounts previously discussed in the senate. She highlighted that the requested promotion amounts are \$6,000 (up from \$3,000) for associate and \$9,000 (up from \$6,000) for full professor. President Roach opened the floor for discussion. Senator Foote asked about the anticipated 10 year cost and Senator Reeves indicated that such an analysis was not conducted.

Senator Beckers asked when are we hoping it will be effective and whether it will be retroactive. President Roach indicated that promotion amount adjustments will not be retroactive and the requested implementation is for the current promotion cycle. Vice President Ortega clarified that this item is a request, and that while the administration has expressed a willingness to consider the request it is not guaranteed. Senator Foote shared that Eastern Kentucky University is currently adjusting promotion amounts to account for inflation. Senator Guse recommended that the full professor promotion include an inflation adjustment as an added incentive. Senator Reeves indicated that a CPI adjustment analysis was conducted to support the current request. Senator Guse expressed that he is worried that this request may close the door to other budget priorities, including a potential COLA adjustment. Senator Beckers expressed that he does not believe one priority should be at the cost of the other and a lively discussion ensued. Senator Reeves stated that she believes that recruitment and retention are vital to the institution moving forward, and that this request helps advance this priority. President Roach called a vote. The motion passed: 29 yes, 1 no, 2 abstains.

- b. Senator Reeves shared that there will not be a faculty engagement survey this year and that a survey may be administered next fall. Senator Reeves also shared that she has requested details regarding faculty and staff turnover from HR but has not received information beyond what was publicly reported to the board. She also shared that the committee continues to explore the potential for an ombudsperson.

C. Governmental Affairs – Secretary of Senate, Michael Bordieri

- a. Senator Bordieri provided an update on recent state legislative activity, noting that the legislative session reconvenes today. He also noted that recent changes at the federal level are of concern to many faculty, and that the committee continues to



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work to better understand the potential impact to better inform our advocacy. Secretary Bordieri shared that the committee remains committed to advocating for academic freedom and support for all members of our campus community. He also highlighted the proposed legislation to allow Murray State University to establish a school of veterinary medicine as an advocacy priority.

- D. Handbook and Personnel – Chair, Michael Busby
 - a. Senator Busby shared that efforts to integrate instructor and senior instructors within the ranked classification in the handbook remain ongoing.
- E. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - a. Vice President Ortega reminded faculty of the open call for board of regent teaching award nominations through February 10th and Stephen B. White award nominations through March 31st. She shared that the call for nominations for faculty regent will occur in early March with forums, an election, and a run-off election (if needed) to be held in April. Vice President Ortega also reminded senators that department and at-large elections will occur in April. Senator Bourke asked what platform will be used for the election. Vice President Ortega stated that she believes it will be Vote Net and she will confirm and report back.
- F. Executive – Faculty Senate President, David Roach
 - a. Vote FSM 24-25-5: Summer Compensation Task Force Endorsement. President Roach introduced the task force endorsement stating that he believes it was an effective exercise in shared governance. President Roach also acknowledged and thanked special guests in attendance who were on the task force, including the taskforce chair Renee Fister, Associate Provost; Katy Hancock, Council of Chairs Co-chair; and Camela Ramey, Academic Budget Coordinator.
 - b. President Roach introduced an amendment to add the following whereas clause to the motion: "Whereas, the recommendation removes coops and internships from the summer school model and encourages the colleges/schools to re-envision compensation plans that cover these important opportunities for our students" and it was seconded by Senator Sahawneh. Senator Bourke expressed a concern that ending funding for internships and co-ops could limit important course offerings and faculty compensation. President Roach highlighted that the summer school recommendation allows for individual course consideration. A lively discussion regarding the amendment ensued. President Roach clarified that the amendment is not to the taskforce recommendations and is instead intended to ensure that the endorsement motion fully summarizes the taskforce recommendations. Associate Provost Fister provided the senate with clarification regarding the rationale for allowing chairs and deans to request that specific internship/coop courses be covered within the summer teaching model. Senator Lyon asked about the timeline for revisiting these recommendations. Associate Provost Fister clarified that the ongoing review process will allow for future adjustments. With unanimous consent, President Roach amended the pending amendment to read: "Whereas, the recommendation removes coops and internships from the summer school model and encourages the colleges/schools to re-envision compensation plans that cover these important opportunities for our students unless agreed upon with the Provost's office to include the

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coop/internship in the summer school teaching model." Vice president Ortega called a vote on the amendment. The amendment passed 31 yes, 0 no, and 0 abstentions. President Roach called for discussion on the full motion and hearing none called a vote. The motion passed 31 yes, 0 no, and 0 abstentions.

VIII. Other University Committees

- A. Faculty and Staff Insurance and Benefits Committee
 - a. Regent Shemberger shared that there was no additional report beyond what she provided in her recent faculty regent email update.
- B. University Budget Advisory Committee
 - a. President Roach reported that the budget is not ready but that preliminary discussions have been held.
- C. Faculty and Staff Leadership Council
 - a. President Roach reported that President Jackson recently called a meeting of the leadership council to provide updates and engage in dialogue regarding core institutional priorities.

IX. Old Business

X. New Business

- SFR 24-25-6: Supporting the Establishment of a School of Veterinary Medicine was introduced by Senator Powell and seconded by Senator Bordieri. President Roach clarified the nature of the special resolution, stating that it can be considered without the need for a drafting period. President Powell provided a rationale for the special resolution and spoke in favor of the school of veterinary medicine proposal. Senator Clardy spoke in support of this resolution and indicated that he believes that it will be good for our region. Senator Guse asked a question regarding the economic feasibility and cost of the program. Senator Powell shared that the results of the recent feasibility assessment revealed that the program is anticipated to generate revenue by year five under moderate enrollment assumptions. Senator Beckers asked if this proposed program would impact our institution's NSF primary undergraduate university (PUI) status. Secretary Bordieri replied that he did not believe so but that he would look into it and report back to Senator Beckers. Regent Shemberger spoke in favor of the special resolution and shared that the agriculture commissioner has expressed support for the school of veterinary medicine. President Roach called a vote: The special resolution passed unanimously 31 yes, 0 no, and 0 abstentions.
- Senator Foote shared that Murray State University is hosting the Kentucky Political Science Association on February 28th and March 1st. He requested that faculty encourage students to attend and consider having their students submit relevant research for presentation.

XI. Adjourned by unanimous consent at 5:10pm.



Faculty Senate

March 2025 Senate Regular Meeting Minutes

Approved at the 4/1/2025 Regular Senate Meeting

Tuesday, March 4, 2025

3:30 – 5:00 pm

Curris Center Barkley Room

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

Senators in attendance: Oliver Beckers, Michael Bordieri, Brian Bourke, Alison Brown, Erica Brown, Michael Busby, Paul Foote, Stephanie Ford, Chad Gaylord, Eran Guse, Brian Clardy proxy for Ray Horton, Amanda Joyce, Samer Khalil, Jonathan Lyon, Susan Miller, Shauna Mullins, Naveen Musunuru, Braun Oldenkamp, Heidi Ortega, Barbie Papajeski, Elena Picech, David Pizzo, Jessica Pryor, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Faris Sahawneh, Cintia Segovia Figueroa, Megan Smetana, Ken Sutrick, Carol Terracina-Hartman, Jenilee Williams, and Abdul Yarali.

Special Guests: Melony Shemberger, Faculty Regent and Renee Fister, Associate Provost

- I. Call to Order by President Roach at 3:31pm
- II. Welcome and Sign-in
- III. Approval of Minutes
 - Senator Guse made a motion to approve the February 2024 minutes, seconded by Senator Pizzo. The minutes were approved by vote: 27 yes, 0 no, an indeterminant number of abstentions.
- IV. Agenda Update --- President of the Faculty Senate, David Roach
 - President Roach shared that we are navigating challenging times and noted that the governmental affairs subcommittee will provide a more detailed update. President Roach also welcomed faculty to engage in private advocacy and highlighted a recent email from Ray Horton as an example of effective advocacy. President Roach noted that it is important for faculty to use personal emails and phones when engaged in private advocacy.
 - President Roach provided an update on FSM 24-25-1 Promotion Path for Instructors, sharing that the provost has requested revisions to the proposal.
 - President Roach also shared that work to better integrate instructors within the handbook continues, but that the work will likely require more substantial revisions across chapter 2 of the handbook. He also shared that because of the extensive nature of the revisions required the proposal would likely not come forward until the next academic year.
- V. Distinguished Guests
 - Faculty Regent, Melony Shemberger
 - Regent Shemberger shared that Racer Nation Orientations registrations and scholarship applications are up compared to the same time last year while housing applications are slightly down. She also cautioned that these numbers are preliminary and will change. Senator Beckers asked for the timeline on the presidential search. Regent Shemberger shared that the committee is waiting for the call for a special board meeting, which will be announced in accordance with open meeting laws. She reported that faculty feedback in

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extremely important and that she appreciates faculty taking the time to provide feedback on each candidate. Senator Segovia Figueroa asked how the feedback will be used to inform the president search committee. Regent Shemberger reported that all members of the search committee will be provided with all the feedback.

VI. Senator Spotlight

- Senator Michael Busby introduced himself to the senate and shared highlights from his personal and professional history.

VII. Reports --- Faculty Senate Standing Committees

A. Academic Policies – Chair, Brian Bourke

- a. Senator Bourke reported that academic policies has been exploring language modifications to improve communication paths for tenure and promotion candidates. Senator Bourke shared that he requested a meeting with Provost Todd to gain feedback on the instructor promotion policy draft.

B. Finance – Chair, Brenda Reeves

- a. Senator Reeves reminded senators that the committee has been focused on priorities identified in the 2023-2024 faculty engagement survey. She shared that some of the items have been enacted, including the recommendation to increase faculty promotion amounts recently shared with the administration via the budget advisory committee. Senator Reeves reported that the committee has received only limited information from human resources regarding faculty turnover. Senator Reeves noted that efforts to improve faculty resources for grievances and policy concerns has recently involved discussions with the provost office to enhance resources for faculty professional development in this area. Senator Pizzo asked about resources for staff, and Senator Reeves shared that the current efforts from her committee are focused on faculty. Senator Reeves reported that the committee's final major priority is increasing faculty input on recruitment efforts, and recommended that the senate increase engagement in this area. Senator Bordieri shared that all funding proposals submitted by faculty to the president's office for recruitment and retention efforts received at least some funding. Senator Clardy offered some recommendations for questions to guide the senate's inquiry, including a focus on best practices and outcomes. President Roach clarified that the president's initiative was based on department-level submissions, allowing faculty expertise to guide specific recruitment and retention activities within our respective disciplines.

C. Governmental Affairs – Secretary of Senate, Michael Bordieri

- a. Senator Bordieri provided a committee update on recent state legislative activity, noting that today is day 21 of 30 of the legislative session. He briefly updated the faculty on the status of pending legislation, including HB 4 (DEI restrictions), HB 424 (performance and productivity requirements for faculty), and HB 499 (School of Veterinary Medicine proposal). In addition, he briefly discussed to ongoing changes and challenges at the federal level. Senator Bordieri shared that the administration, including President Jackson and Assistant Vice President Smith had been engaged in frequent advocacy in Frankfort, including direct discussions on major bills of concern. He highlighted recent changes to HB 4, including the removal of the proposed private right of action and waiver of sovereign immunity,



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as examples of successful advocacy. Senator Bordieri also shared information as to how faculty can effectively engage in advocacy as private citizens should they desire to. Senator Foote asked about the likelihood the HB 424 is passed by the Senate and senator Bordieri replied that we will know by mid-next week whether passage likely. Senator Beckers asked about the any objections to the school of veterinary medicine proposal and Senator Bordieri replied that a recent feasibility study conducted as part of SJR 170 was favorable. Senator Oldenkamp asked about why the post-tenure review policy discussed last year was stopped. Senator Bordieri clarified that the draft policy is still accessible and that the senate is poised to continue to work on refinements should it be necessary. Senator Oldenkamp also asked whether our institutional accreditation requires a post-tenure review policy. Senator Bordieri clarified that the SACSCOC calls for regular review of all faculty, and that our current annual evaluation policy applies to all faculty.

- D. Handbook and Personnel – Chair, Michael Busby
 - a. Senator Busby shared that efforts to integrate instructor and senior instructors within the ranked classification in the handbook remain ongoing. He elaborated that his committee has recently obtained information from the provost office and human resources to guide their work, and that additional time is needed for this complex effort.
- E. Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - a. Vice President Ortega shared that nominations for the faculty regent are open with details sent to all faculty via email on 3/4/25. She also shared that nominations for the Stephen B White award are open until 3/28. Finally, she reported that nominations for faculty senator officers will be sent on 3/10 and will be overseen by the ad hoc officer election committee. Elections for officers will be held at the April Senate meeting (4/1).
- F. Executive – Faculty Senate President, David Roach
 - a. President Roach shared that the senate will need to work quickly on the draft post-tenure review policy should HB 424 become law. He also shared that the provost has continued to give the senate the charge to develop a faculty driven review policy should HB 424 become law. President Roach also shared that Regent Shemberger led a delegation with faculty senate officers with all four presidential finalists to discuss their approaches towards and commitment to shared governance.

- VIII. Other University Committees
- IX. Old Business
- X. New Business
 - Senator Bourke shared that staff congress sent a ranked-voting survey to all staff asking for their input on presidential candidates and made a motion for faculty senate to do the same. Senator Pizzo seconded the motion. Secretary Bordieri recommended that the senate engage in such a survey only after consultation with HR. A Motion to consult with HR prior to launching a survey was approved with unanimous consent.
- XI. Adjourned by unanimous consent at 5:09pm.



Faculty Senate

April 2025 Senate Regular Meeting Minutes

Approved at the 5/4/2025 Regular Senate Meeting

Tuesday, April 1, 2025

3:30 – 5:00 pm

Curris Center Barkley Room

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

Senators in attendance: Oliver Beckers, Michael Bordieri, Brian Bourke, Alison Brown, Erica Brown, Michael Busby, Paul Foote, Stephanie Ford, Eran Guse, Marhsall Hayes, Jeff Genry, Amanda Joyce, Samer Khalil, Jonathan Lyon, Susan Miller, Shauna Mullins, Naveen Musunuru, Braun Oldenkamp, Heidi Ortega, Barbie Papajeski, Elena Picech, David Pizzo, Jessica Pryor, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Faris Sahawneh, Cintia Segovia Figueroa, Shri Singh, Megan Smetana, Ken Sutrick, Carol Terracina-Hartman, Jenilee Williams, and Abdul Yarali.

Special Guests: Leon Owens, Chair, Board of Regents; Melony Semberger, Faculty Regent; Bob Jackson, University President; Tim Todd, Provost and Vice President of Academic Affairs; Jordan Smith, Assistant Vice President of Public Affairs, and Ashley Ireland, Assistant Provost.

- 1) Call to Order
- 2) Welcome and Sign-in
- 3) Approval of Minutes. Motion by Senator Pizzo to approve the minutes, seconded by Senator Sahawneh. Minutes approved by 31 yes and 0 no votes.
- 4) Faculty Senate Officer Elections--- Senator Susan Miller
 1. Senator Miller announced the nomination of Senator Michael Bordieri for faculty senate president, Senator Heidi Ortega for faculty senate vice-president, and Senator Brian Bourke for faculty senate secretary. Senator Miller made an open call from the floor for additional nominations. Hearing none, she made a motion to elect by acclamation, which was seconded by Senator Carol Terracina-Hartman. The slate of officers was approved by acclamation: 31 yes and 0 no votes.
- 5) Stephen B. White Award for Shared Governance --- Vice President, Heidi Ortega
 - a. Vice President Heidi Ortega announced and read brief statements in support of the following candidates for the Stephen B. White Award: Associate Provost K. Renee Fister, Senate President David Roach, and Former Faculty Senator and Chair of the Finance committee Jan Super.
 - b. Vote: Secret ballot --- current senators , including incumbent officers, voted for the award. The recipient will be announced at the Faculty Recognition Banquet held later this month.
- 6) Distinguished Guests
 - (i) Chair of Board of Regents, Leon Owens.
 1. Chair Owens thanked the senate, Regent Shemberger, President Jackson and all faculty for their service to Murray State.

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(ii) University President, Bob Jackson

1. President Jackson thanked President Roach for his service as faculty senate president since 2019 and presented him with a limited-edition portrait of the Jesse D. Jones clocktower in appreciation of his service. President Jackson also presented pens made from the reclaimed wood of the Oakhurst Heirloom Hickory tree that fell in 2019 to other senate officers. President Jackson thanked regent Owens and Shemberger and thanked the senate. He shared that this will be his last senate meeting before his retirement.
2. President Jackson thanked faculty for their service to the institution, and especially for their efforts to welcome prospective students on campus. President Jackson provided an update on SB 77, which allows for the proposal for the School of Veterinary Medicine to move forward. He also shared that a collaboration with the University of Louisville Medical school is moving forward, along with efforts to expand transfer access for community college students. He provided an update on capital improvements, including last Friday's groundbreaking of the new learning commons, progress on the school of nursing and health professions building, and planning for the new veterinary sciences building. President Jackson announced the successful completion of the centennial campaign with over \$102 million raised. President Jackson announced the formation of an internal taskforce to move forward with the school of veterinary medicine proposal co-chaired by Dean Brian Parr and Assistant Vice President of Public Affairs Jordan Smith. He shared that SB 77 contains guardrails regarding enrollment, graduation, and financial health, and indicated that Murray State meets all of these requirements. President Jackson discussed HB 4 (DEI bill) and indicated that meetings are ongoing to prepare for compliance with this law. President Jackson also discussed HB 424 and indicated that he has had discussions with President Roach regarding recommendations from the Senate.

(iii) Assistant Vice President for Public Affairs, Jordan Smith

1. Assistant Vice President Smith thanked the senate for communication with him of faculty concerns and opinions regarding legislation. He shared that we are very fortunate to have had a university president who is a former state senator, and that the positive relationship matters and helps strengthen Murray State. Assistant Vice President Smith also thanked the senate for their resolution of unanimous support for the school of veterinary medicine.

(iv) Vice President for Academic Affairs, Tim Todd

1. Provost Todd thanked the senate for their work and their positive relationship with his office.

(v) Faculty Regent, Melony Shemberger

1. Regent Shemberger thanked the other distinguished guests for their attendance and noted that their attendance and engagement is a good reminder that we are all on the same team. She also took the time to congratulate the nominees for the Stephen B. White award, sharing that she believes that they are all deserving of the award. Regent Shemberger shared that at the recent board meeting Chair Owens stated that the board is "not in the business of evaluating faculty," and that it may be helpful to keep this in mind as we navigate HB 424. She shared a brief update from yesterday's budget advisory

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meeting, indicating that some of the budget remains uncertain pending tuition rates approvals and performance funding metrics. She also shared that contingent on positive budget conditions, the budget may include up to 2% COLA adjustments, phase 2 of the Evergreen compensation review salary adjustments, and \$1,000 increases to the associate and full professor promotion awards. She also shared that the insurance and benefits committee will meet Friday.

- 7) Agenda Update and Rulings from the Chair --- President of the Faculty Senate, David Roach
 - (i) President Roach offered a special recognition for President Bob Jackson, declaring, with unanimous consent, that he is “the finest President we known.”
 - (ii) President Roach offered the following rulings from the chair.
 1. An FSR or FSH returned to the Senate as a “Revise and Resubmit” will be assigned to the Executive Committee for possible revisions and be eligible for a vote at the next regular Senate meeting provided it was approved for the agenda.
 2. The President of the Faculty Senate is charged with forwarding any Senate-approved FSR's to the Provost and working towards securing a response from the Provost in a timely fashion. If an FSR is approved by the Provost, a similar process is employed with the President of the University. This protocol is established by the FS President under the oversight of the Senate as a whole on an annual basis.
 3. President Roach called an emergency Executive Committee meeting on Tuesday April 22, 2025, to finalize the draft resolutions FSH 24-25-9 and FSH 24-25-10 in addition to our regular meeting on April 29, 2025. Both meetings are open to the public as part of the Open-Meetings Act.
 4. President Roach appointed Faculty Senate President Elect Michael Bordieri chair of the Executive Committee of the Faculty Senate, effective as of the conclusion of this meeting.
- 8) Reports--- Faculty Senate Standing Committees
 - (i) Academic Policies –Chair, Brian Bourke
 - a. Senator Bourke shared that he did not meet with Provost Todd regarding FSR 24-25-1 at the request of President Roach. He also shared that his committee continues to explore a policy to improve transparency of tenure and promotion communications across the university.
 - (ii) Finance –Chair, Brenda Reeves
 - a. Senator Reeves shared that this will be her last meeting as she is retiring. Senator Sutrick shared that a COLA report is forthcoming, and that the committee continues to engage in advocacy for increased COLA. Senator Reeves shared that a promotion raise increase recommendation was made, and President Roach shared that the recommendation has been shared with the administration through the budget advisory committee. Senator Beckers asked if there are any plans for COLA to be adjusted to actual inflation. Senator Reeves shared that the finance committee is charged only with reporting concerns as information for the senate and budget advisory committee representative to consider.
 - (iii) Governmental Affairs – Secretary of Senate, Michael Bordieri

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- a. Senator Bordieri shared an update on major legislative accomplishments (SB 77) and challenges (HB 4; HB 424). He thanked Assistant Vice President Jordan Smith for his engagement with faculty concerns, and stated that he looks forward to an ongoing partnership with the administration as we work to implement the provisions of HB 4 and HB 424 in a manner that respects academic freedom and protects tenure. Senator Bordieri also shared that 2025 administrator evaluations of chairs, deans, the Provost, and the President will be open Wednesday (4/9) through Friday (4/ 18). He requested that senators encourage their departmental colleagues to participant in the process, indicating that this feedback is an important component of shared government.
- (iv) Handbook and Personnel –Chair, Michael Busby
 - a. Senator Busby reported that his committee continues to explore classification of instructors within the handbook, and indicated that the effort will continue in the fall. He also shared that has solicited feedback from current instructors to help inform policy revisions. Senator Busby also shared that he is looking at peer policies to help identify best practices.
- (v) Rules, Elections, and Bylaws – Faculty Senate Vice President, Heidi Ortega
 - a. Vice President Ortega requested that senators pay close attention to open nominations and consider nominating themselves or colleagues for these important service roles. She shared that her committee has received nomination petitions for four candidates for Faculty Regent: Dr. Abdul Yarali, Dr. Gary ZeRuth, Dr. Brie LaJeret, and Dr. David Roach. Each candidate was given a brief opportunity to introduce themselves to the Senate. Brief biographies prepared by the candidates will be posted on the senate website and an open forum with the candidates will be announced for later this month.
- (vi) Executive – Faculty Senate President, David Roach
 - 1. Vote: FSR-24-25-1 --- Promotion Path for Instructors(revised)
 - a. President Roach explained that the core intent of the resolution remains creating a promotion pathway for instructors, indicating that revisions were made to the justification section by the executive committee. Senator Busby asked for clarification regarding whether this draft is a first reading or a second reading. President Roach clarified that this is a revised reading of a resolution previously approved by the Senate and is up for a vote. Senator Sahawneh spoke in favor of the resolution. Senator Powell asked for a summary of what changes were made. President Roach provided a brief summary of changes, including revisions to mirror the review and approval process used for tenured faculty, to clarify that promotion raises would not be retroactive, and to allow for a phased implementation. The revised resolution was approved: 26 yes, 4 no, and 1 abstention.
 - 2. Draft: FSH24-25-9 ---Annual Evaluation of Faculty & Post-Tenure Review
 - 3. Draft: FSH 24-25-10 --- Enhancing Faculty Development and Recognition
 - a. President Roach provided a brief overview of the handbook revision and resolution. He shared that the spirit of these resolutions is to protect faculty. Senator Bordieri provided an overview of the process to discuss and revise this policy during April,



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including three open listening sessions, an anonymous feedback form on the faculty senate website, meetings with stakeholder groups, and an executive committee open drafting session to revise the policy on Tuesday, April 22 from 3:30-5:00pm in Wells 118.

9) Other University Committees

(i) Faculty and Staff Insurance and Benefits

1. Senator Pizzo shared that the next meeting is later this week.

(ii) University Budget Advisory Committee

1. Senator Pizzo shared that the next meeting is on April 28, with a budget townhall to follow.

(iii) Announcement of Listening Sessions concerning PTR:

1. All session held in the Curris Center Ohio Room and on Zoom:

<https://murraystate.zoom.us/j/83844364068>

- a. Friday, April 4 | 11:00 AM – 12:00 PM
- b. Tuesday, April 8 | 3:30 – 4:30 PM
- c. Thursday, April 17 | 10:00 – 11:00 AM

10) Old Business

11) New Business

- (i) Senator Mullins expressed a concern that senior instructors don't believe they are eligible to vote in shared governance elections. Faculty senate leadership and the faculty regent clarified that any election where instructors are eligible to vote also includes senior instructors.

12) Adjourned by unanimous consent at approximately 5:10pm.