

## Faculty Senate

### March 2024 Regular Meeting Minutes

Approved at the 4/2/2024 Regular Senate Meeting

Please send requests for corrections to [msu.facultysenate@murraystate.edu](mailto:msu.facultysenate@murraystate.edu)

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

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

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

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

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

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

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

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

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



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