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Murray State University
Faculty Senate
February 7, 2006

Present: J. Beaver, T. Begley, E. Brewer, B. Driver, D. Durr, R. Gupta, A. Hall, J. Hereford, D. Holliday, B. Kearney, J. Koren, M. Lanier, T. McCreary, B. Menchinger, M. Morgan, S. Muller, W. Mulligan, P. Munke, O. Muscio, J. Navan, B. Papajeski, P. Payne, T. Porter, O.L. Robertson, W. Rose, T. Saint-Paul, R. Smith, T. Strieter, E. Swisher, E. Thome, C. Vance, M. Wattier, A. White, S. White, P. Williams, A. Yarali, and R. Zhang.

Absent: F. Bates.

Media: Kristin Taylor, *The Murray Ledger & Times*.

The minutes of December 6, 2005, were approved.

REPORTS

Board of Regents – Regent Strieter updated the senate on legislative issues and the presidential search process. He was also asked by President Thome to convene the newly appointed Faculty Club Board which elected officers and will meet in the near future to discuss other issues. The Board of Regents will meet on February 24.

Academic Policies – Chair Koren reported that the committee met in January and discussed IRB concerns. It was suggested that IRB offer a seminar to present IRB requirements for research classes.

The committee continues to study plus/minus grading systems and is drafting a faculty survey. The committee has tabled the proposal for a peer review process.

Finance – Chair Rose reported that the committee had not met but will meet on February 14 with a number of projects underway. He asked that project coordinators be prepared to report at their next meeting. Further items for discussion include university audits and CPE budget data that has recently become available.

Governmental Affairs – Chair Pittman-Munke reported that the education budget and tuition raises have taken priority in discussions. COSFL is trying to schedule an April 1 meeting with the AAUP-Collegial Governance Conference scheduled for April 26 in Frankfort. Faculty are encouraged to attend.

Handbook and Personnel – Chair McCreary reported that the committee will meet next Tuesday, February 14 and review a new section on student/faculty relationships.

Rules, Elections, and Bylaws – Vice President Navan reported that the committee met on January 31 and approved election procedures. The senate approved the procedures. The committee will meet on February 28 to discuss procedures for the annual assessment of administrators.

Executive – President Thome reported the appointment of faculty to the Faculty Club Board. A report from the Ad Hoc Salary Equity Committee is forthcoming. The Strategic Planning Council approved recommendations from both sub-committees. The Quality Enhancement and

Assessment Committee designed an instrument for units to evaluate use of *Characteristic of the Murray State Graduate #7* dealing with ethical behaviors which will be evaluated in 2006-07. The Goals Committee chose three goals for each of the university's five planning units for 2006-07. Members of the council will meet with units as units select additional goals for their unit.

President Thome met with Allen Ward, athletic director. The new football coach has begun recruitment.

Student evaluations from the fall have been distributed. Chairs get a copy of the Washington instrument but not the SGA questions. Some forms will need to be clarified for distribution next time.

Dr. Thome also met with the president to discuss issues of importance to the Faculty Senate. He has a common interest in a plus/minus grading system and a policy on student/faculty relationships.

The executive committee met twice in January to discuss direction for the spring. Regent Strieter asked if the president had expressed an interest in the salary equity report. Dr. Thome forwarded a preliminary report to the president; he seemed most interested.

Academic Council – The undergraduate and graduate studies committees continue to review new course proposals. In addition, the graduate committee is very busy in revision of the graduate catalog, reviewing technology/education changes, approving graduate faculty, and offering time extensions. The library committee has not met.

Insurance and Benefits – Chair Porter reported that the committee had not met since the last senate meeting.

Residential Colleges – Senator Muscio, chair of residential college heads, reported that eight residential college specific classes will be offered in the fall.

New Business – Senator Wattier, CPE Faculty Representative, updated the senate on the council's work. He explained how the university has benefited from the performance-based funding model. He chairs a committee to review NSSE results across the state. The regional universities will need to internally look at ways to enhance the educational experience of undergraduates and to support the continued recruitment and retention of students to maximize graduation rates.

Lobbying will occur for a greater percentage on the instructional side of the educational budget. Senator Wattier noted a CPE study of expenditures that shows a pattern of increased numbers of professional staff without the same increases for teaching staff. Faculty are encouraged to ask legislators to support the CPE budget recommendations based on performance with benchmarks. There is some interest in reopening discussion of benchmarks. Each institution will begin with thirty variables with 19-20 picked by the institution.

In other new business, Senator Hereford noted that his department would like to open discussion on the discontinuance of mid-term grades, finding them not meaningful. The issue was forwarded to the academic policies committee.

The meeting adjourned at 4:08 p.m.

Murray State University
Faculty Senate
March 7, 2006

Present: F. Bates, J. Beaver, T. Begley, E. Brewer, D. Durr, A. Hall, J. Hereford, D. Holliday, B. Kearney, J. Koren, B. Menchinger, M. Morgan, S. Muller, P. Munke, O. Muscio, J. Navan, B. Papajeski, P. Payne, T. Porter, W. Rose, T. Saint-Paul, R. Smith, T. Strieter, E. Swisher, E. Thome, C. Vance, A. White, S. White, P. Williams, and A. Yarali. Dr. Ken Carstens served as proxy for R. Zhang.

Absent: B. Driver, R. Gupta, W. Mulligan, M. Lanier, T. McCreary, O.L. Robertson, and M. Wattier.

Media: Kristin Taylor, *The Murray Ledger & Times*.

The minutes of February 7, 2006, were approved as amended.

REPORTS

Board of Regents – Regent Strieter reported that the Ad Hoc Committee on Salary Equity has submitted its final report to the university president. He and President Thome met with the president to go over the report on February 22. Dr. Alexander is willing to implement the recommendations in next year's budget. The president favors modest adjustments for more faculty which was reasonable to the committee. The report will become public after this meeting.

Dr. Strieter attended the opening of the Business Incubator Building on February 8. He and Senator Wattier were briefed on state funding recommendations and possible tuition increases by the president on February 13 at his request.

Dr. Strieter nominated two individuals for the presidential pool at the request of faculty members. The board will meet in mid-March to review applications which number approximately 50. Ten-twelve will be invited to off-campus interviews. Three-four will be invited to campus by the end of April.

The University Studies Commission sub-committee is gathering information on remedial courses as well as high school preparation. Forty-one percent of all MSU students take at least one remedial course. The commission is scheduled to meet this month.

The Board of Regents met in special session on February 22 in executive session. The Board met for its regular quarterly meeting on February 24 and named the new Clock Tower and the West Kentucky Exposition Center. Early retirement was extended to Professor John Griffin.

The board approved the bid of BKD for the university audit. Property was acquired for Phase II and III of the science complex and the new residential college. The university acquired the new telephone switch for \$3 million.

Student recruitment has risen from last fall. Continued growth is expected through 2009. Senator Wattier has indicated that CPE expects continued growth beyond 2009.

The board heard a report on minority incentive scholarships and a report on a self-ride program initiated by SGA.

Regent Strieter reminded faculty of the Faculty Recognition Banquet on April 27.

Information was explained concerning the salary equity recommendations.

Academic Policies – Chair Koren reported that the committee is working on a summary of suggestions to send to IRB. The committee continues to gather information on plus/minus grading systems.

Academic Policies was asked to work on possible elimination of mid-term grades. The committee is working on a recommendation to make mid-term grades optional for 300 and above level classes but required for 100 and 200 level.

The committee will study the length of the academic term. It seems that the length is leading to problems in other areas.

Finance – Chair Rose reported that the committee met on February 14 and analyzed the latest university audits. The committee discussed the athletic audit with Allen Ward, AD. He noted that scholarships play a significant role in the expenditure and revenue sides of the budget. The committee found his explanation logical for increased subsidy by the university. It was also noted that the Racer Foundation has significantly been restructured.

Governmental Affairs – Chair Pittman-Munke noted changes made to the Governor's budget request by the legislature. Western faculty have held an open meeting to discuss decreasing contributions to optional retirement plans across the state and have published a white paper that may be helpful to affected faculty. Murray State has lower group involvement in ORPs. Western is pursuing a change at the university level.

COSFL will hold a joint conference with AAUP on April 22 in Frankfort. All faculty are invited to attend. President Thome informed the faculty of the death of Dr. David Cohn, state AAUP organizer from the University of Louisville. Dr. Cohn was respected for his informative state-wide postings for faculty during his tenure.

Handbook and Personnel – Senator Muller presented the report for Chair McCreary. The committee met on February 14 to review a first draft of a policy on ethical faculty/student relationships. A second draft will be circulated to committee to review at its next meeting on March 28 at 3:30 p.m.

Rules, Elections, and Bylaws – Vice President Navan reported that the committee met on February 28 and approved procedures to be used in this year's senate assessment of administrative faculty. Departmental packets will be handed out at the next senate meeting on April 4 and are to be returned to the senate office by April 17.

Nominations for shared governance positions are being accepted. The next committee meeting is March 28 at 12:30 p.m. in the Curris Center.

Executive – President Thome reported that the committee met last Tuesday in preparation for this meeting. He met with President Alexander before the board meeting on February 20 for discussion on the university budget.

The Strategic Planning Council Goals Sub-Committee chairs will meet on Friday at 9:30 a.m. to discuss plans for 2006-07.

Senator Rose reported the passing of a long-time faculty member, Dr. Lloyd P. Jacks, head of agricultural education at Murray State for many years. The senate president will send a letter of condolence to the family on behalf of the Faculty Senate.

Academic Council – The undergraduate and graduate studies committees continue to review new course proposals. In addition, the graduate committee will soon complete its acceptance of new course proposals for the new catalog. The library committee has not met.

Insurance and Benefits – No report.

Residential Colleges – No report.

New Business – A motion was made and adopted to convene as if in a committee of the whole for dialogue with the Faculty Regent for no more than one-half hour.

The senate meeting reconvened at 4:40 p.m. and immediately adjourned.

Murray State University
Faculty Senate
April 4, 2006

Present: F. Bates, B. Driver, R. Gupta, A. Hall, J. Hereford, B. Kearney, J. Koren, M. Lanier, T. McCreary, B. Menchinger, M. Morgan, S. Muller, W. Mulligan, P. Munke, O. Muscio, J. Navan, B. Papajeski, P. Payne, T. Porter, O.L. Robertson, W. Rose, T. Strieter, E. Swisher, E. Thome, C. Vance, S. White, P. Williams, and A. Yarali.

Absent: J. Beaver, T. Begley, E. Brewer, D. Durr, D. Holliday, T. Saint-Paul, R. Smith, M. Wattier, A. White, and R. Zhang.

Media: Marianne Stonefield, The Murray State News

The minutes of March 7, 2006, were approved with one correction (*corrected minutes are posted to the Faculty Senate web site*).

REPORTS

Board of Regents – Regent Strieter reported on the following items: 1) University president’s budget forum (thought that the presentation was straight forward and informative); 2) International Educational Summit (strategic planning proposals to bring greater focus across the disciplines); 3) University Studies Review (under agenda for the Academic Affairs Committee of the Board at its next meeting; incorporation of international focus); 4) Presidential search (the Board received a report from Korn-Ferry on March 21 and met on March 30 and April 3 to review applications); 5) Staff Regent transition; and the 6) University budget.

The next Board meeting is May 19.

In response to an inquiry by a senator, Regent Strieter noted that the pool of presidential candidates includes sitting presidents and candidates with strong academic credentials as the Faculty Senate had asked. Dr. Strieter is following senate resolution when selecting his candidates.

Academic Policies – Chair Koren reported that the committee had not met since the last senate meeting but had held email discussions on mid-term grades. The committee made a motion to require mid-terms for 100 and 200 classes but voluntary for 300 and above. Senator Payne asked the committee to note effects to financial aid reporting requirements. The recommendation was unanimously approved. The committee is still working on a survey to send to faculty in the fall on plus/minus grading systems.

Governmental Affairs – The committee has not met.

Handbook and Personnel – Chair McCreary reported that the committee had met throughout the semester. The committee brought a new policy on faculty/student

relationships to the floor for consideration. After much discussion, the motion was defeated. The proposal was sent back to committee for greater clarification. Dr. McCreary asked for specific feedback to guide the committee in rewriting the proposal.

Finance – Chair Rose reported that summaries of information that the committee has gathered throughout the year will be shared by email to senators tomorrow. He briefly explained some of the data and asked that senators share their thoughts with the committee.

Rules, Elections, and Bylaws – Vice President Navan reported that the committee met on March 28 to review the list of nominees for university governance positions. The administrative assessment process was explained by the senate secretary. The committee also approved a list of criteria to be used in online elections.

Executive – President Thome read letters of condolence sent to the families of professor emeriti, Lloyd Jacks, agriculture, and John Faughn, criminal justice. He noted appreciation for similar information in the future so that the senate can express its condolences to families of professor emeriti.

President Thome explained the strategic planning process for the coming year and discussions concerning contributions to optional retirement plans. He noted that the university budget for next year includes some of the recommendations of the salary equity committee to address systematic problems.

Dr. Thome noted that the provost has made some procedural adjustments to the annual performance review process in order to make the process more uniform across campus.

In order for new hires to have adequate information in making decisions concerning retirement options, the executive committee recommended that an appointment be scheduled with human resources during interviews of faculty or professional staff. Full disclosure will be made at the time regarding retirement options, health insurance, and other benefits. The recommendation was approved and will be forwarded to Vice Presidents Brockway and Denton, and human resources.

Academic Council – Routine items were reported approved for undergraduate and graduate studies committees. No report from library and academic support committee.

Insurance and Benefits – No report.

Residential Colleges – Senator Muscio, council chair, announced that Sam and Bonnie McNeely were named as Outstanding Faculty/Staff of the month in February.

New Business - President Thome appointed a nominating committee for next year's senate officers. Senators Navan, Pittman-Munke, and S. White will serve. They will meet briefly after the senate adjourns. The senate adjourned at 5 p.m.



**MURRAY STATE UNIVERSITY
FACULTY SENATE 2006
May 2, 2006**

The Faculty Senate of Murray State University held its organizational meeting for the 2006-07 academic year on Tuesday, May 2, 2006, in the Barkley Room of the Curris Center.

Present: Senators Bates, Beaver, Begley, Driver, Gannon, Gupta, Hall, Hereford, Herr, Homsey, Koren, Lanier, McCreary, Menchinger, Morgan, Muscio, Navan, Nygaard, Papajeski, Pittman-Munke, Porter, Rose, Saint-Paul, Smith, Swisher, Thome, Vance, S. White, Williams, Yarali, and Regent Strieter. **Absent:** Senators Brewer, Durr, Gesler, Holliday, Liljequist, Payne, Robertson, and A. White. **Media:** Marianne Stonefield, *The Murray State News*.

The minutes of April 4, 2006, were approved.

REPORTS

Board of Regents—Regent Strieter recapped the spring semester’s activities for the senate. He had meetings with the interim president, Faculty Club board, and the University Studies Commission. The US Commission will meet on May 15 to finalize a draft of a proposal to forward to deans and chairs to review over the summer with a plan being approved by the end of the fall semester.

Regent Strieter reported that the fourth annual faculty recognition banquet on April 27 was well attended.

The Board of Regents has invited three presidential candidates to campus to meet with faculty, staff, and students. He asked that faculty urge their peers to get him immediate feedback on each one. The Board will meet on Friday to vote on their selection. It was suggested that a faculty open forum be scheduled prior to a vote to discuss the candidates with the Faculty Regent. The Board of Regents next regularly scheduled meeting is May 19.

Academic Policies—Chair Koren reported that he has summarized issues for next year’s committee; i.e., peer review, length of term, IRB, plus/minus grading system, and mid-term grades.

Finance—No report.

Governmental Affairs—No report. Chair Pittman-Munke did propose a resolution of appreciation for Dr. Mark Wattier, state faculty representative to the Council on Postsecondary Education (CPE). The senate unanimously supported the motion.

Handbook and Personnel—No report.

Rules, Elections, and Bylaws—Vice President Navan reported that the administrative assessments have been tabulated and results of selected questions are made available for distribution to faculty within departments. This year's participation rate was 42%. Four departments were commended for high participation; art, mathematics and statistics, occupational safety and health, and theatre/dance. It should be understood that these are to be shared with confidentiality only within departments. Also, the REB Committee has confirmed the spring's governance faculty elections on standing university committees, the Academic Council, and Faculty Senate.

Executive—President Thome represents the senate on the Strategic Planning Council and co-chairs the Goals Committee. Visits with each planning unit on campus have been completed explaining the institution's focus of three goals for the coming year. Each academic affairs unit may also focus on three unit goals.

Dr. Thome asked that each senator sign up to serve on senate committees for the 2006-07 academic year. He announced that the senate president, faculty regent, and the student regent will have breakfast with each of the presidential candidates. He strongly encouraged each faculty senator to attend each forum with the candidates scheduled for 1:30 p.m. Wednesday through Friday. Dr. Thome also asked that faculty provide feedback to the faculty regent and that the senate would hold an open forum on Friday at 3 p.m. to discuss the feelings of faculty.

President Thome recognized the service of several retirees and current/past faculty senators; Ernie Bailey retiring with 35 years of service to the university, John Griffin with 29 years of service plus several on the Faculty Senate, and Jane Hall with 31 years and one-time vice president of the senate. Mr. Griffin was instrumental in the revision of the *Faculty Handbook* and served as a member of several committees including the executive committee. Dr. Thome presented Senator Driver, accounting and finance, with a certificate of appreciation for 15 years of service on the Faculty Senate.

Academic Council—Undergraduate Studies Committee-No report. The Graduate Studies Committee met last Tuesday and approved revision of the ESL test at the request of the provost and TESOL. The Library and Academic Support Committee finished research.

The senate then elected Senator Koren to the Library and Academic Support Committee, Senator Gannon to the Graduate Studies Committee, and Dr. Jacqueline Hansen representing the senate on the Undergraduate Studies Committee.

Insurance and Benefits—No report.

Residential Colleges—No report.

New Business—Vice President Navan presented the report of the nominating committee. The committee presented a slate of nominees for president and vice president for 2006-07. The floor was then opened for additional nominations. Being none, the slate of Dr. Peggy Pittman-Munke and Dr. Steve White was elected by acclamation as vice president and president, respectively.

President White then recognized the outstanding service of Dr. Joy Navan as Faculty Senate Vice President and Dr. Ed Thome as Faculty Senate President. Temporary committee chairs were appointed: Senator Koren, academic policies, Senator Rose, finance, CPT Bates, governmental affairs, and Senator McCreary, handbook and personnel. Dr. White stated his appreciation to those willing to serve. Committee meetings will be called in the fall to elect permanent chairs and set meeting times for the year.

The senate then set an open forum for Friday, May 5, at 3 p.m. in order to solicit faculty feedback for the faculty regent on the presidential candidates. Faculty who cannot attend are asked to send comments to Regent Strieter.

The senate adjourned at 4:15 p.m.



**MURRAY STATE UNIVERSITY
FACULTY SENATE 2006
September 5, 2006**

The Faculty Senate of Murray State University met in regular session on Tuesday, September 5, 2006, in the Barkley Room of the Curris Center.

Present: Senators Bates, Beaver, Begley, Brewer, Driver, Durr, Gannon, Gesler, Graham-Schneider, Gupta, Hall, Hereford, Herr, Homsey, Koren, Landini, Lanier, Liljequist, McCreary, Morgan, Muscio, Navan, Nygaard, Pittman-Munke, Porter, Robertson, Rose, Saint-Paul, Smith, Swisher, Thome, Vance, S. White, Williams, Yarali, and Regent Strieter. **Absent:** Senators Holliday, Papajeski, and Payne. **Media:** Emily Wuchner, *The Murray State News*, and Kristen Taylor, *The Murray Ledger and Times*. **Guests:** Gina Winchester, Staff Regent, Dr. Tim Miller, interim president, and Vice President Jim Carter.

The minutes of May 2, 2006, were approved. The agenda was then suspended for Dr. Miller to address the senate.

REPORTS

President—Dr. Miller thanked the senate for allowing him the opportunity to speak. He is on his way to Frankfort for meetings. He will keep the campus informed of deliberations at the state level and will try to answer any questions from faculty. Dr. Miller reiterated the outstanding representation of Regent Strieter on the Board of Regents and of Dr. Wattier on the Council on Postsecondary Education (CPE).

Dr. Miller reported that he had read the Salary Equity Report and views the report as excellent, recommending fair policy. Regent Strieter has shared the report with President-elect Dunn.

Dr. Miller noted that the state-approved appropriation with increased tuition and fees gives the institution the opportunity to extend pay raises in acknowledgment of excellent teaching on this campus. Health insurance rates also look good for the coming year.

The board will consider plans to raze the old Boy Scout Museum at its next meeting to help meet parking demands placed by new construction. The administration is working with the programs currently housed in the building on relocation. This will add 333 parking spaces.

Dr. Miller shared that the CPE may look at optional retirement plans across the state. Current KTRS legislation has led to increased costs to employees at some of the institutions.

Dr. Miller then opened the floor for discussion. Senator Beaver, art, asked if there were plans to renovate the old applied science/fine arts industrial addition as part of the new parking complex. Dr. Miller will check with Dewey Yeatts (Regent Strieter later added that there are plans to enhance the exterior view).

Dr. Miller thanked the senate for working with the administration on behalf of the faculty.

Study Abroad Programs in China/Korea—Vice President Carter serves as the team leader for the study abroad program in China. He encouraged faculty, staff, and student participation and noted a deadline of September 29. He outlined trips to China and Daegu, Korea. The university has agreements in both countries to recruit students. Representatives from Daegu visited Murray State in April to learn about the residential colleges. These programs offer cultural learning opportunities for the campus. Dr. Corky Broughton serves as team leader for the Korean program. Mr. Carter noted a \$200 incentive per student recruited by faculty and asked for faculty encouragement of students to participate. He also presented the opportunity for participants to share their experiences with classes and thanked faculty for their support.

Board of Regents—Regent Strieter reported that the board held meetings on May 4, 5, 9 and then met to select a new president on May 11. An open faculty forum to discuss candidates was held by the Faculty Senate on May 5. The executive committee of the Faculty Senate met on May 10 and decided to draft a statement of support of a new president. The statement was read at the press conference announcing Dr. Randy Dunn as the next president on May 12.

On May 19 the board held its regularly scheduled quarterly meeting. Provost Brockway, Michael Basile, Institute for International Studies Director, and Fred Miller, chair of the International Studies Advisory Board, presented initiatives of international curriculum. The board endorsed a statement for the university. Regent Strieter noted that 40 faculty and 428 students have participated in exchanges within 28 countries. The university has official agreements with 20 institutions. Sixty-eight percent of the faculty have passports. The board also established the World Trade Center. The university is committed to increase the two percent of current students who have taken advantage of study abroad programs.

The university conferred 1262 degrees for spring 2006 and accepted a gift from Pella Corporation. The board approved administrative appointments, accepted retirements, and offered early retirement to faculty. Teaching excellence awards were given at the April faculty recognition banquet. The board approved a 2.5% pay increase with an additional .9 for merit equaling the consumer price index of 3.4 percent and closely matching increases at the other regionals. The board also heard a report on the Commonwealth Honors Academy.

The board has formed a committee to gain oversight of the university paper in response to an inappropriate cartoon published in the paper.

The board appointed Dr. Tim Miller interim president as of August 15. Dr. Randy Dunn will begin as president on December 15. His contract is approximately the same as the previous president.

Regent Strieter met with Dr. Dunn on July 14 and discussed the salary equity report, the ORP issue, and the reintroduction on faculty contracts of reference to the *Faculty Handbook*.

The Governor has chosen a new board member to replace Don Sparks. The appointment is being reviewed by general council.

In other business, the board has acquired a 315 acre farm, is discussing a new library building, and hiring lobbyists. The board toured the old Boy Scout Museum on August 24.

Board members will attend the Governor's Trustees Conference September 17-18. At the next scheduled quarterly board meeting on September 29, the board will consider tenure for Dr. Dunn. Tenure may be granted through an accelerated process or by board vote.

Dr. Mark Wattier, faculty representative to CPE, will serve on the search committee for a new CPE president upon Mr. Layzell's retirement.

Regent Strieter met with Drs. Thome and White on June 1 to announce his plan to resign from the board January 1, 2007, to accept the chair of the history department.

Dr. Strieter then answered questions from the floor concerning renovation of the old industrial annex of Applied Science and the process of the Governor's appointment to the board.

Academic Policies—Chair Koren announced that the committee would meet on Tuesday, September 19; complying with the executive committee's request that senate committees meet on Tuesday afternoons.

Finance—Chair Rose reported that the committee will meet on Tuesday, September 12, at 3:30 p.m. in Room 509 of Faculty Hall.

Governmental Affairs—Cpt. Bates, interim chair, announced that the committee will meet on Tuesday, September 19.

Handbook and Personnel—Chair McCreary announced that the committee will meet on Tuesday, September 19.

Rules, Elections, and Bylaws—Vice President Pittman-Munke announced that the committee will meet on Tuesday, September 12, in the HSHS Dean's Conference Room.

Staff Regent—Regent Strieter introduced Gina Winchester as the new Staff Regent. Regent Winchester thanked Dr. Strieter for sharing his knowledge as she came onto the board in July. As a member of Staff Congress, she would like Staff Congress to continue to work closely with the Faculty Senate and SGA.

Executive—President White reported a busy month of May for the committee during the search for a new university president. He then read the statement that was shared at the press conference announcing Dr. Dunn noting that it was the first time that the senate had ever been invited to speak at such an event.

Rules, Elections, and Bylaws will hold the election for faculty regent. Dr. White shared his appreciation to Regent Strieter personally and on behalf of the executive committee for his outstanding work on behalf of the faculty and asked that the senate continue to seek his advice.

Dr. White announced appointments to the Faculty and Staff Insurance and Benefits Committee. He asked that the library senator consult the dean for a vacancy representing the University Libraries. Senator Porter, who serves as the current chair, suggested that elections be held in May. Rules, Elections, and Bylaws, and Handbook and Personnel, will consider how members are selected/elected.

Insurance and Benefits—No report.

Residential Colleges—Senator Muscio, college head, thanked everyone for participation in Great Beginnings. The new residential college complex will be the first building developed for the concept. The university is celebrating the 10th anniversary of residential colleges the week prior to homecoming.

New Business—The floor was opened for nominations to serve as at-large representatives to the executive committee. Senators Steve Herr, Pat Williams, and Regent Strieter were elected by acclamation.

The senate adjourned at 4:40 p.m.



**MURRAY STATE UNIVERSITY
FACULTY SENATE 2006
October 3, 2006**

The Faculty Senate of Murray State University met in regular session on Tuesday, October 3, 2006, in the Barkley Room of the Curris Center.

Present: Senators Bates, Beaver, Begley, Brewer, Durr, Gannon, Gesler, Graham-Schneider, Hall, Hereford, Herr, Holliday, Homsey, Koren, Landini, Lanier, Liljequist, McCreary, Muscio, Navan, Pittman-Munke, Porter, Rose, Saint-Paul, Smith, Swisher, Thome, Vance, S. White, Williams, Yarali, and Regent Strieter. **Absent:** Senators Driver, Gupta, Morgan, Nygaard, Papajeski, Payne, and Robertson. **Media:** *The Murray State News* and Jim Michael, WKMS. **Guests:** Dr. Tim Miller, interim president.

The minutes of September 5, 2006, were approved.

REPORTS

Board of Regents – Regent Strieter reported that he and other board members had met with the president to go over agenda items for the next board meeting. The meeting was cancelled and no date has been set. Mr. Jeff Taylor has been appointed by the Governor to replace Mr. Don Sparks whose term expired June 30, 2006. State statute requires boards to meet no later than 30 days after a new member is appointed.

The university has had to comply with two new unfunded state mandates; facilities management and employee background checks. In addition, the university continues to construct new and renovate existing facilities. The old University School (Boy Scout Museum) is being considered for demolition to provide more parking. Woods Hall renovation is set to come out of funding reserves and Phase 2 of the science building is underway. Federal funds are being sought for new facilities at Breathitt Veterinary Center in Hopkinsville. The university has new lobbyists representing the institution at the federal level.

The board will discuss tenure for the new president at its next meeting.

Regent Strieter encouraged faculty use of the Faculty Club since its renovation and participation in International Education Week, November 6-10.

Dr. Strieter and other regents attended the Governor's Trustees Conference on Effective Governance, September 17-18. He also attended Faculty Appreciation Day of Racer Football on September 30 and accepted a plaque on behalf of faculty.

Regent Strieter attended the open forum on university studies called by the provost to solicit more faculty input for the provost's consideration. A recommendation is expected by Thanksgiving.

Information has been forwarded on the progress of student athletes.

Academic Policies – Chair Koren reported that the committee met two weeks ago and that he was elected chair. The committee will meet again two weeks before the next senate meeting.

Finance – Chair Lanier reported that the committee met on September 12 and that he was elected chair. The committee is compiling a list of projects to complete during this academic year. The next committee meeting is October 10 in FH330.

Governmental Affairs – CPT Bates was elected chair. The committee has no regularly scheduled meetings and will meet as needed. No meeting is scheduled for this month. COSFL will meet via ITV on October 21.

Handbook and Personnel – Chair McCreary presented two motions from the committee. The senate unanimously approved the election of faculty representatives to the Faculty and Staff Insurance and Benefits Committee. They are currently appointed by the senate. A point of order was noted that the vote be taken by a show of hands; voice votes are not allowed by senate bylaws.

The second motion was to support a recommendation forwarded by the provost to add faculty members at Breathitt Veterinary Center to the wording of Section 2.7.2, Tenurable Appointments. This board approved change has been in affect for several years but wording was never added to the *Faculty Handbook*. This motion was also unanimously approved.

The committee continues to study the addition of sexual orientation to the university's anti-discrimination policy. A proposal to revise Section 2.9.2 will be prepared and shared prior to the next committee meeting.

The committee also considered a revision to the senate's bylaws, Section 1.5.2.2, Article III, part E, subpart 1, that is forwarded to the Rules, Elections, and Bylaws Committee for consideration.

Rules, Elections, and Bylaws – Vice President Pittman-Munke reported that the committee met to approve faculty regent election procedures upon Dr. Strieter's intention to resign from the board. Procedures from the last regent election will be followed for the vacancy as prescribed by state statute. Preferential voting will be used for more than two candidates and online balloting will be used. The senate approved the election timeline and voted to meet on October 31 rather than on November 7.

Executive – President White received a request from Donna Harris, Registrar, for the senate to consider modifying its position on mid-term grade reporting to include 100 and 200 level classes and all deficit grades in 300 and above courses. This was forwarded to Academic Policies for discussion.

The executive committee met last week and had received the suggestion to move the November senate meeting to October 31 from the Rules, Election, and Bylaws Committee. This would help facilitate the faculty regent election process as well as encourage faculty to vote on election day. The executive committee will meet on October 24.

President White noted that Senator O. L. Robertson served as senate parliamentarian during the past year. He will ask him to continue. Appointments to the insurance and benefits committee have been completed, and it has met.

Academic Council – The Undergraduate Studies Committee met and passed routine items on first reading. The committee is encouraged to meet often this year to facilitate items for the new catalog. Graduate Studies met in September to approve faculty appointments to graduate faculty and time extensions. The Library and Academic Support Committee has not met.

Insurance and Benefits – The committee met on September 15 and elected Terry Burgess, Staff Congress President, as chair. The committee received new premium information. \$190,000 is covered by the university equaling 81%. The total projection of claims for 2007 is \$7 million. Open enrollment begins October 16. The university will sponsor a health fair on October 11 where \$250 of free medical tests/screenings per employee will be offered. These help reduce total claims for the university and help to keep premiums down which remain lower than in 2004.

Senator Pittman-Munke asked that the committee consider why the university's insurance remains as the primary when an employee is covered by medicare. Senator Porter will take back to the committee. Senator Navan asked if the committee had discussed contributions to optional retirement plans (ORP). Forty percent of MSU faculty are on an ORP. Senator Porter reported that Joyce Gordon, associate vice president for human resources, has been appointed to a state-wide task force to study the problem. Advocacy to ask CPE to call for funding to benefit both ORP participants and KTRS is being organized. Dr. Tim Miller, interim president, announced that Dr. Jay Morgan has been appointed to the KTRS board as its first university representative. He also noted Dr. Wattier's involvement with this issue at the state level. Senator Porter will take back this information to the committee.

Residential Colleges – No report.

Old Business – Dr. Tim Miller, interim president, thanked Regent Strieter for his report on the board of regents. In addition, the CPE is considering five different plans for tuition. The university presidents will make their recommendations to keep tuition as low as possible.

New Business – Dr. Miller reported that the university has applied for regional stewardship money. \$200,000 in funding is available to each state institution this year that submits a plan. The university would also be eligible for \$300,000-400,000 for projects to help the region. He would like to see the university in the lead on helping the region by placing graduates in addition to increasing enrollment. It is important that the institution take a strong role in economic development, health care, education, and other issues. To encourage faculty and some staff to take part in that, we need to define service; i.e., interest in regional stewardship equals service. He would like the faculty senate to help define counting stewardship service for compensation and towards tenure and promotion. Dr. Miller sees this as a chance to be a leader in this region and to the things we should be doing to help in the region's development.

The senate adjourned at 4:40 p.m.



MURRAY STATE UNIVERSITY
FACULTY SENATE 2006
October 31, 2006

The Faculty Senate of Murray State University met in regular session on Tuesday, October 31, 2006, in the Barkley Room of the Curris Center.

Present: Senators Bates, Beaver, Begley, Brewer, Durr, Gannon, Gesler, Graham-Schneider, Gupta, Hall, Hereford, Holliday, Homsey, Koren, Landini, McCreary, Morgan, Muscio, Navan, Papajeski, Pittman-Munke, Porter, Rose, Smith, Swisher, Thome, S. White, Williams, Yarali, and Regent Strieter. **Absent:** Senators Driver, Herr, Lanier, Liljequist, Nygaard, Payne, Robertson, Saint-Paul, and Vance. **Media:** *The Murray State News*. **Guests:** Dr. Tim Miller, interim president.

The minutes of October 3, 2006, were approved.

REPORTS

United Way Campaign – Ms. Allison Epperson, co-chair, campus campaign, asked faculty to support their local communities by contributing to this year's campaign. The campus goal is \$20,000. Donor designation cards were made available.

Board of Regents – Regent Strieter reported that he attended the 10th Anniversary Banquet for residential colleges on October 10. Faculty Club officers were elected October 11. He noted the recent renovation of the facility.

Regent Strieter participated in the October 21 meeting of COSFL. He then reported on the October 27 Board of Regents meeting. Reports were given on enrollment, health care costs, international relations, and new university studies recommendations. Tenure was discussed and passed for the incoming president, Dr. Randy Dunn. A new technology use policy was approved. A question was raised on hiring practices/policy. Regent Strieter confirmed that there have been complaints on recent coaching hires and suggested that a Faculty Senate committee review procedures.

The next board meeting is scheduled for December 8.

Academic Policies—Chair Koren reported that the registrar met with the committee and explained issues related to mid-term grades and plus/minus grading systems. She shared data from other institutions. The committee presented a recommendation to rename mid-term grades. The motion was defeated.

Finance—Senator Rose reported that the committee met on October 10 and elected Senator Lanier chair and discussed KTRS/ORP issues.

Governmental Affairs—CPT Bates, chair, reported on the October 21 meeting of COSFL. Senator Pittman-Munke was elected vice president. A new CPE president is expected by next summer with participation by COSFL in the search process. Dr. Wattier, faculty representative to CPE, will serve on the committee. Members discussed concerns of faculty not being informed on campuses by their administrators of direct communication with CPE. Ways that faculty can stay informed were discussed. COSFL discussed meeting two times a semester. The next meeting will be in December.

Handbook and Personnel—No report.

Rules, Elections, and Bylaws—Vice President Pittman-Munke announced two candidates for Faculty Regent, Dr. Ray Conklin and Dr. Jay Morgan. Dr. Strieter has circulated his letter of resignation as of January 15, 2007. A forum with the candidates will be held on November 15. Senators were asked for input on the time; the time slot of 3:30-4:30 p.m. was deemed as the best for the majority of faculty to attend.

The committee will approve procedures to be used in the selection of the 2007 Regent's Teaching Excellence Awards.

Executive—President White reported that he had received communication from Ms. Joyce Gordon, associate vice president for human resources, who has been selected as a representative to a state committee formed by CPE and KTRS to consider optional retirement systems. She sees flexibility and acknowledgement from KTRS to discuss the issue. A cap of 5.5% in university contributions to KTRS for ORP participants was originally proposed in the legislation but was not adopted. Two or three other options are available. Interim President Miller noted that the executive director of KTRS will be on campus to meet with him. Senator Robertson, agriculture, has agreed to continue as senate parliamentarian.

Insurance and Benefits—No report.

Academic Council—The undergraduate studies committee has had routine items to pass. The graduate studies committee met on October 28 and accepted time extensions. It was noted that only faculty with tenured degrees can receive graduate faculty status. The library and academic support committee will meet on November 8.

Residential Colleges—Senator Muscio reported that the RC heads select monthly outstanding faculty/staff members.

New Business—Dr. Tim Miller, interim president, encouraged faculty to communicate with the administration on items they would like addressed both internally and at the state level. The administration will review salary information and consider recommendations from the salary equity study. State appropriation and tuition forecasts look good for the university. He believes that Dr. Dunn will be receptive to faculty opinion and input.

The senate adjourned at 4:25 p.m.



**MURRAY STATE UNIVERSITY
FACULTY SENATE 2006
December 5, 2006**

The Faculty Senate of Murray State University met in regular session on Tuesday, December 5, 2006, in the Barkley Room of the Curris Center.

Present: Senators Bates, Beaver, Begley, Brewer, Driver, Durr, Gesler, Hereford, Herr, Holliday, Homsey, Koren, Lanier, Liljequist, McCreary, Morgan, Muscio, Navan, Nygaard, Papajeski, Payne, Pittman-Munke, Porter, Robertson, Saint-Paul, Smith, Swisher, Thome, Vance, S. White, Williams, Yarali, and Regent Strieter. Dr. James Clinger was proxy for Senator Winfield Rose, government, law, and international affairs.

Absent: Senators Gannon, Graham-Schneider, Gupta, Hall, and Landini. **Media:** Kristin Taylor, *The Murray Ledger & Times*, and Amanda Crider, *The Murray State News*.

Guests: Dr. Randy Dunn, president; and Dr. Tim Miller, Foundation Director and professor of accounting. The minutes of October 31, 2006, were approved. Dr. Miller was invited to introduce Dr. Dunn to the senate and received a resolution and plaque of appreciation from the senate for his service as interim president during the fall semester. He noted that he believes that the KTRS Board will reach an equitable solution with contributions made by the institutions on behalf of participants in optional retirement plans.

REPORTS

Board of Regents

Regent Strieter listed his activities as regent during the last month. On November 10 he met with the president-elect and Dr. Miller. Dr. Dunn announced his arrival on campus to the board on November 14 and has since kept the board apprised of announcements/initiatives. He announced that the international affairs executive council will have a broader vision for the future.

On November 15 Regent Strieter attended the open forum with the candidates for his replacement on the board as faculty representative. He assumes the chair of the Department of History as interim on January 15, 2007. Approximately 30 faculty attended the forum to hear the excellent discussion of issues facing faculty on this campus. The forum was well covered by local/campus media. Dr. Jay Morgan, associate professor of agriculture, was elected on November 20.

Dr. Strieter briefly outlined the agenda for the December 8 Board meeting. The board will consider early evaluations of the president and changes to the university audit precipitated by the Oxley Act of 2002. Board members continue mediation on litigation.

The board will set tuition for 2007-08 and will receive construction updates. The board will also hear a report on the Regional Stewardship initiative.

Dr. Steve White, Faculty Senate President, presented a resolution of appreciation to Dr. Strieter for his service as faculty regent from 2001-2007, which was unanimously approved by the senate. A plaque was also presented.

Academic Policies

Chair Koren reported that the committee had not met since the last senate meeting. The next meeting will be in January.

Finance

No report.

Governmental Affairs

CPT Bates reported that COSFL met on December 2. He, Mark Wattier, CPE faculty representative, and Vice President Pittman-Munke attended via ITV. Dr. Wattier spent time on input into the search process for the new CPE president and consultant. The university presidents have been working on the ORP contributions issue. Dr. Jay Morgan is the first faculty member to serve on the KTRS Board. Contact information was shared. Collegial governance at Kentucky State University was discussed. An agreement will be included in their faculty handbook. Minority faculty and staff recruitment policies across the state and difficulties in retaining faculty were shared and discussed.

Handbook and Personnel

The senate discussed and passed two revisions to the *Faculty Handbook*. An addition to Section 2.9, Faculty Rights and Responsibilities, follows:

The faculty affirm the University's Policy on Intolerance (as stated in the *Undergraduate Bulletin 2005-2007*, p. 11):

The university is committed to creating an educational environment which is free from intolerance directed toward individuals or groups and strives to create and maintain an environment that fosters respect for others. As an educational institution, the university has a mandate to address problems of a society deeply ingrained with bias and prejudice. Toward that end, the university provides educational programs and activities to create an environment in which diversity and understanding of other cultures are valued.

A. Intolerance refers to an attitude, feeling or belief wherein an individual shows contempt for other individuals or groups based on characteristics such as race, color, national origin, gender, sexual orientation or political or religious belief.

B. Actions motivated by intolerance violate the principles upon which American society is built and serve to destroy the fabric of the society we share. Such actions do untold and unjust harm to those who experience this kind of discrimination and threaten the reputation of the university.

C. The expression of diverse views and opinions is encouraged in the university community. Further, the First Amendment of the United States Constitution assures the right of free expression. In a community which recognizes the rights of its members to hold divergent views and to express those views, sometimes ideas are expressed which are contrary to university values and objectives. Nevertheless, the university cannot impose disciplinary sanctions upon such expression when it is otherwise in compliance with university regulations.

D. When any violation of a university policy, rule or regulation is motivated by intolerance toward an individual or group based on characteristics such as race, color, national origin, gender, sexual orientation or political or religious beliefs, the sanction will be increased in severity and may include separation from the university.

A new section, Section 2.9.2.1, Ethics and Personal Relationships, was also approved and reads:

As noted in Section 2.9.2, integrity, self-discipline, good judgment, intellectual honesty, and respect for students and colleagues all are faculty obligations. A personal relationship between a faculty member and a student that interferes with or seriously jeopardizes faculty obligations and faculty effectiveness is inappropriate, and is to be avoided. In particular, when a faculty member has direct academic responsibility (instructional, evaluative, or supervisory) for a student, an amorous, romantic, or sexual relationship between the faculty member and the student is a conflict of interest and may subject the faculty member to sanctions.

Rules, Elections, and Bylaws

Vice President Pittman-Munke reported a successful election with 52% of eligible faculty voting for faculty regent. She also noted a successful forum with the candidates presenting excellent position statements on several issues affecting faculty. The individuals running were of good caliber to serve on the board of regents. The committee dealt with questions on absentee ballots and voting requirements. Future balloting will occur over a weekday timespan in order to have technical expertise available.

Executive

President White reported that the committee met last week and discussed the same items brought before the senate today and endorsed the two resolutions approved earlier.

Academic Council

Undergraduate Studies has met and approved a number of courses and curriculum changes on first readings. The Graduate Studies Committee did not meet in November but will meet on December 14. The Library and Academic Support Committee met for the first time on November 7 to draft a survey of library needs for distance educational centers and online students.

Insurance and Benefits – No report.

Residential Colleges – Senator Muscio invited all to the university's annual Hanging of the Green ceremony this evening at 6:30 p.m. sponsored by the colleges.

New Business

President White informed the senate that Senator Vance, University Libraries, has tendered her resignation from the university effective January 5. On behalf of the senate he thanked her for her service on the senate. Heather Weeden was welcomed to the senate as the new senator representing library faculty.

President White invited Dr. Morgan to update the senate on the KTRS/ORP issue. He serves as the first faculty member to ever sit on the KTRS Board of Directors. Regent-elect Morgan thanked faculty for placing their confidence in him.

Dr. Morgan outlined a brief history of optional retirement plans in the Commonwealth. The university presidents have met and KTRS representatives have been on campus and met with the interim president. The KTRS Board has discussed several options and their legislative board will take up a proposal on December 8. Language would then be drafted for the general assembly and a bill pre-filed for the January 2007 session. If adopted, changes would be retroactive January 1, 2007. He encouraged faculty to respond to him with comments or further recommendations. Faculty openly thanked him for his work on this issue on their behalf.

The senate adjourned at 4:40 p.m.