



5-2-2008

2008

Board of Regents

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Murray State University
Faculty Senate
February 5, 2008

Present: Senators Awori, Begley, Benfield, Durr, Farrell, Gannon, Gesler, Hall, Hereford, Herr, Homsey, Koren, Landini, Lanier, Locke, McCreary, Muscio, Oleen, Pittman-Munke, Porter, Rose, Saint-Paul, Swisher, Utgaard, Wann, White, Williams, , Yarali, and Regent Morgan. **Absent:** Senators Bakes, Ballard, Guyer, Holliday, Papajeski, Robertson, and Smith. **Guest:** Rebecca Watts, President's Office. **Media:** Holly Wise, *The Murray Ledger & Times*; and Amanda Crider, *The Murray State News*.

The minutes of December 4, 2007, were unanimously approved as written and are posted to the senate's website: <http://campus.murraystate.edu/org/facsenate/>.

REPORTS

Academic Policies—Chair Koren reported that the committee has held discussions by email on a plus/minus grading system, online fees, and a proposed new library building. He asked senators to help create faculty dialogue on these issues. The committee is also working on a broader academic honesty/dishonesty policy. The committee will meet on February 19 at 3:30 p.m.

Finance—Chair Lanier presented a motion on unused sick leave at retirement. The following statement was affirmed by the committee on January 22, endorsed by the executive committee on January 29, and was approved by the senate with one abstention:

The Faculty Senate requests that the university develop and implement a plan whereby the university converts unused sick leave days to service credit or contributions to an optional retirement account for retiring faculty and professional staff.

The Faculty Senate feels this will benefit the university by (a) promoting wellness among the faculty and professional staff; (b) helping with recruitment and retention of quality faculty and staff; and (c) by reducing abuse of sick leave.

Other institutions in the Commonwealth have developed similar plans. The Faculty Senate asks that the University President negotiate details and report back to the senate. The recommendation was delivered to the president by President White and Regent Morgan.

Of course, the committee talked about the university's budget.

Governmental Affairs—Chair Gesler noted that the budget is also the primary discussion at the state level. There have been no definite plans to achieve the “doubling

the numbers” by 2020 initiative. This initiative is to retain and recruit postsecondary degreed people to live and work in Kentucky.

With the final budget for the next biennium to be decided, the Governmental Affairs Committee extended its appreciation to President Dunn for his efforts to minimize the affects to students and faculty.

The Council on Postsecondary Education (CPE) met on February 1. The agenda is posted on the CPE Website along with a draft of the 10 year accountability report for postsecondary education.

COSFL—Vice President Pittman-Munke, and COSFL VP, noted that most of the other institutions have reacted quickly to proposed budget cuts. She specifically noted the demise of men’s soccer at Western. Becky Watts, assistant to the president, added that Dr. Dunn continues to make a voice with the other institutional presidents in Frankfort while maintaining calm on this campus.

Handbook and Personnel—Chair McCreary announced the next meeting for February 19 at 3:30 p.m. to clear up a summary of handbook revisions for this year.

Rules, Elections, and Bylaws—Vice President Pittman-Munke requested that senators monitor the process for selection of this year’s teaching excellence award recipients through their departments and colleges/school. Two questions have been received regarding the process. Definition of the two-year eligibility requirement means that a faculty member must have completed two full academic years of instruction at Murray State and residential college heads are eligible.

The committee will accept nominations for university governance positions from March 1 to April 1. She listed vacancies and defined eligible faculty. She asked that senators encourage their colleagues to run for these positions.

The senate office continues to investigate avenues for completion of an administrative assessment on chairs, deans, the provost, and the university president. Online survey instruments are being reviewed to simplify the process. Tools for scoring and easy data retrieval are necessary components. Assessment of 2007 will be done in April. The committee is looking at other options for the 2008 year to be completed to coincide with the president’s evaluation by the board in November. Competency and leadership will be assessed and a list of priorities developed from faculty for the administration. A more streamlined instrument will be shorter than in the past to hopefully attract more participation.

Executive—President White explained that the executive committee made the decision to cancel the January senate meeting for lack of business. None of the committees had met since the December meeting.

Dr. White, the executive committee, and Regent Morgan have met and discussed a wide range of activities on campus with the president. Communication has been open, and they have been appreciative of his willingness to discuss issues with them. The president has challenged the Faculty Senate to develop its list of priorities of the university. He has sought input on a new library and an extended Paducah campus. Senators Herr and Pittman-Munke have volunteered to work on an instrument to be included as part of the annual administrative assessment that would hopefully identify three to four project priorities of faculty. The president is willing to meet with faculty to discuss issues. The executive committee asks for faculty input.

Robin Taffler, coordinator for Roads Scholars, will attend the March senate meeting with updates made to the program this past fall.

Academic Council

Undergraduate Studies Committee has approved a relatively small number of items this year reported by Dr. Pittman-Munke.

Graduate Studies Committee—Senator Gannon reported that the committee has met to approve several new courses in 500 level agricultural systems and considerable revision of the MFA (Masters in Creative Writing) with emphasis on teaching how to write children's books. During the fall, 33 associate faculty were approved and 16 to full status.

Library and Academic Support Committee—Senator Hereford reported that the committee met in December. Interim Dean, Adam Murray, is trying to get some journals back to departments.

Residential Colleges—Senator Landini, RC Council of Heads Chair, announced two available positions for next year. Applications are being accepted and an information session will be held on February 7 at 2:30 p.m. to explain the role of the college head.

Insurance and Benefits—Senator Gesler reported that the committee met on February 8 and deferred to Regent Morgan on a report.

Board of Regents—Regent Morgan reported that the Board of Regents met on January 22 in joint committee for Finance and Building & Grounds to discuss a request of monies to improve and upgrade instructional areas of campus. Dr. Morgan has a copy of the university's Master Plan for Facilities. He also has copies of university audits and statewide priorities for review by faculty. An ad hoc committee has also been convened to improve communication.

The ORP Bill is in the Kentucky Senate. The KTRS Board will keep driving this initiative for faculty. Dr. Morgan serves on this board also.

Regent Morgan is working on a faculty survey of priorities with guidance from the Faculty Senate's Executive Committee. He is soliciting faculty input. Regent Morgan is also working on alternative options for fall break scheduling to coincide with the local school systems.

This year's budget cut of three percent equals \$8 million for Murray State. Tuition increases are being discussed. The board meets next on Friday, February 29. Regent Morgan reminded faculty of the open forum time allotted for public comments before the rest of the agenda.

Murray State hosted a legislative reception in Frankfort.

President's Office—Rebecca Watts reported that the president had relayed several comments to Regent Morgan. Some facility issues have been addressed by the president. Reporting lines will be looked at. She noted block budgeting issues of the deans in budget deliberations. Regent Morgan added that classroom improvement should not be placed on the academic departments.

The president has opened dialogue with the local school districts concerning collaboration of school calendars. State mandates may dictate giving up fall breaks.

Funding for the university school parking lot has been solicited and hopefully paving will be done by the fall semester. The number of spaces for faculty is still to be determined. Ms. Watts noted that the parking committee studied on campus shuttles which might require an added student fee. The committee is also trying to audit adequate parking spaces. A temporary shuttle for international students to the airport was well-received, but pilot results were not significant enough.

Dr. Dunn as indicated would like to bring changes to the master plan for a vote of the board and has requested feedback on facilities management work orders. It was suggested that building managers be consulted.

Senator Rose suggested some kind of auditing of the deans' budgets. Regent Morgan noted that carry forwards are a good indication of end of year expenditures and suggested a list by deans and college. Ms. Watts added that the board asked about that and that the president's office will look into options.

Old business—At the request of the senate, the executive committee suggested new language to add a faculty member to the International Affairs Executive Council from modern languages and an additional faculty member at large. Dr. McCoy, chair of the council, was agreeable to the additional representation.

The senate adjourned at 4:50 p.m.

Murray State University
Faculty Senate
March 4, 2008

Present: Senators Ballard, Begley, Benfield, Durr, Erdmann, Gannon, Gesler, Guyer, Hall, Hereford, Herr, Holliday, Homsey, Koren, Landini, Lanier, Liljequist, McCreary, Miller, Porter, Rose, Saint-Paul, Smith, Swisher, Utgaard, White, Williams, and Regent Morgan. **Absent:** Senators Awori, Locke, Muscio, Papajeski, Pittman-Munke, Robertson, and Yarali. **Proxies:** Dr. Joy Navan for Senator Bakes, educational studies, leadership, and counseling, and Elizabeth Holcomb for Senator Farrell, nursing. **Guests:** Robin Taffler, Coordinator for Service Learning and Roads Scholars; Dr. Gary Brockway, Provost; Dr. Bonnie Higginson; Academic Affairs; and President Dunn. **Media:** Amanda Crider, *The Murray State News*.

The minutes of February 5, 2008, were unanimously approved as written and are posted to the senate's website: <http://campus.murraystate.edu/org/facsenate/>.

REPORTS

Roads Scholars—President White introduced Ms. Robin Taffler, coordinator for service learning and Roads Scholars. The senate invited Ms. Taffler to the meeting to update faculty on changes to the Roads Scholars program during this past year.

Ms. Taffler briefly explained the original intent and evolution of the program over its fourteen year history. The program was initiated to help provide service to schools in west Kentucky, west Tennessee, and southern Illinois. The program now works with sixty schools and thirteen middle schools. Fifty-three of those have been visited this year with forty-eight participating in scholarships for their students. This year teams have met with counselors and awarded scholarships. Additions to the program include initiatives to bring students to campus and to broaden the scope of assistance with ACT mandates. These initiatives target increased graduation rates and college enrollment.

Roads scholarships are allocated through the Office of Student Affairs. Beginning last year it was noted that several awards were not being accepted. Working with Vice President Robertson this year, each school was offered two \$1,000 awards for housing.

Faculty are given merit for their participation in the Roads Scholars program. Each year the amount of money available for merit is determined during university budget procedures. A part of the Roads budget has been set aside this year for travel to support departmental faculty in recruiting and other kinds of activities. Finding ways to support these other kinds of activities is vitally important to the campus, and it is critical to keep searching for other avenues.

Ms. Taffler explained organization of the program in response to a question. Faculty interested in participating are assigned to teams for each school. Team captains are given

the responsibility of coordinating visits and activities for those schools. This past fall faculty were asked if they wished to continue in the program. Several teams were out of balance and several faculty/professional staff were inactive; some wished to change teams. Team captains were reassigned and meetings with them held. They were asked to share the information with their teams. Some faculty participate as at-large members of Roads and work with multiple schools. An example is in promoting professional development of teachers.

This past summer Ms. Taffler and team captains hosted area principals on campus. Goals were shared whereby they asked for assistance with the new ACT mandates.

Senator Rose noted a discrepancy/inequity in rewarding participation in Roads Scholars/residential colleges but not in other endeavors as worthwhile with students and schools. Faculty are also concerned of the increasing yearly increments to the budget based on participation in these programs. Ms. Taffler has asked the budget office for salary costs associated with the Roads Scholars program. Data is not currently tracked that way. Mr. Prestfeldt notes that it is a difficult equation to follow and is annually compounded but agrees that it is an important thing to look at.

Ms. Taffler noted direct benefits of working with the schools in this very focused way. The next phase is to collaborate with the early grades through Gear Up and other programs. She hopes that the schools will bring more issues to us for assistance.

Dr. Brockway added that over the years some teams have reported limited success but that others have developed very good working relationships with their schools. When the program began, enrollment at the university was declining. The plan for the university was to put a number of initiatives in place to reverse that trend. At the time the institution had limited connection to the high schools outside of the College of Education.

Faculty participation is voluntary and is rewarded at the university level. Deans and chairs do not give credit or reward this service as compensation is made through the program. At its initiation a relatively small portion of merit money was withheld. However, each year these stipends are added on to base salaries compounding the benefit for faculty/professional staff involvement.

Dr. Brockway sees great potential in continuing to be engaged at these schools and increased enrollment as a result of these efforts. President Dunn noted the consistency and performance expectation of teams. He would like to renew the focus of recruiting and service as Roads Teams do both and sees the program transitioning over time.

Faculty were encouraged to contact Ms. Taffler with questions about their team assignments. Typically, faculty are assigned to only one team. She noted the new focus of bringing students to campus. Representatives from each college/school will work on a campus visit model which will look at logistics and costs.

The president and Dr. Brockway noted concerns over the funding mechanism for participation in Roads Scholars. President White added that the senate is on record

opposing continued compounding of salary through participation in Roads and the residential colleges. The senate asked if that might be revisited, reiterating the diminishment of other service and activities.

Board of Regents—Regent Morgan reported that he sends faculty email updates after each board meeting. Faculty should notify him if they are not receiving these. The board will meet in special session to approve next year's tuition and fees after a state budget is approved. The board has recently approved changes to its policy manual. One addition included sexual orientation in its non-discrimination policy. This change has already been reflected in student, staff, and faculty documents as approved by SGA, Staff Congress, and Faculty Senate.

Regent Morgan noted the efforts made by the administration in support of our academic mission in state budget discussions this spring. The president and provost were applauded for their positive outlook for the university. The president was commended for his positive public comments on behalf of the university.

President – Dr. Dunn credited Provost Brockway and Vice President Denton for their commitment to academic excellence while working with this year's three percent budget cut. He will keep the campus notified of any updates during state budget negotiations. Several entities across the state are engaged in working to lessen legislative cuts to higher education. Campus hearings would be held in the case of significant budget cuts at the state level. Our ability to fulfill the scope and mission of the university would be addressed during budget review and any cost containment measures.

The president lists salaries as a priority and is committed to tenure and promotion of faculty. The university hasn't implemented hiring freezes; searches continue. Efforts for funding the science complex continue.

Dr. Dunn stresses the need for continued communication with the campus and is receptive to faculty forums for conversation with hopes of discussing issues surrounding the academic work of the campus instead of operational issues. The Board's policy manual will be posted on the web.

Dr. Dunn noted several personnel working on enrollment initiatives. He would like to be able to look at differentiated workloads across the campus to support the tremendous work of faculty. He would like to review the promotion and tenure policies. The provost has been reviewing the policies to increase our research enterprise. The president sees great opportunities in teaching and research to take advantage of faculty talents. He sees it as a time to begin discussion as a faculty and welcomes future discussions as exciting for the Faculty Senate.

The president was asked if there would be funds available this year to address the salary equity recommendations. The faculty recommendations are still in place. Staff Congress leadership has asked for a pool within the budget to address severe needs. Both will need to be addressed.

Academic Policies—Chair Koren distributed a proposed revision to the university’s academic honesty policy. He asked senators to get feedback from their departments.

Finance—No report.

Governmental Affairs—Chair Gesler noted considerable state discussion on the budget as addressed by Dr. Dunn. Budget recommendation can be found on the CPE website: <http://www.cpe.ky.gov>.

Handbook and Personnel—Chair McCreary presented a package of this year’s updates to the *Faculty Handbook*. The family leave policy was revised to extend choices for class scheduling of faculty/departments (Section 2.14.3.5). Changes to reflect current operation of the Academic Council, the University Studies Committee, and several advisory committees were all unanimously approved.

Rules, Elections, and Bylaws—President White reported for Vice President Pittman-Munke who was attending a conference. The committee is testing online survey procedures. He asked that faculty pay close attention to election nominations noting numerous opportunities for junior faculty.

Executive—President White reported that he and Regent Morgan met with the president and extended the sick leave recommendation passed at the last meeting. It has been taken under advisement by the administration. Dr. White noted that these meetings are always productive and that the president continues to show the open communication felt by the senate leadership.

Academic Council

Chair Gannon, Graduate Studies Committee, reported that the committee met two times since the last senate meeting approving two new MFA courses, approved on second reading changes to TOEFL admission requirements, and two new courses in education. The committee tabled a TSM admission revision. Dr. Gannon made the meeting agendas available.

Residential Colleges—No report per Dr. Landini.

Insurance and Benefits—Dr. Gesler forwarded a recommendation from Staff Congress that the university pursue the evaluation and adoption of an interim title policy for faculty/staff. The recommendation was referred to Handbook and Personnel.

Old business--Discrepancy was noted in salary recommendations based on merit by departmental chairs. Some departments on campus may not be aware that Roads Scholars supplies its own recommendation. It was suggested that tenured faculty separate items in terms of service; that this service should not be included on departmental service reports.

The meeting adjourned at 5 p.m.

Murray State University
Faculty Senate
April 1, 2008

Present: Senators Awori, Begley, Benfield, Durr, Erdmann, Gesler, Guyer, Hereford, Herr, Holliday, Homsey, Koren, Landini, Lanier, Locke, McCreary, Miller, Muscio, Porter, Robertson, Rose, Saint-Paul, Smith, Swisher, Utgaard, White, Williams, Yarali, and Regent Morgan. **Absent:** Senators Bakes, Ballard, Gannon, Hall, Liljequist, Papajeski, and Pittman-Munke. **Guest:** President Dunn. **Media:** Holly Wise, *The Murray Ledger & Times*, and Amanda Crider, *The Murray State News*.

The minutes of March 4, 2008, were unanimously approved as written and are posted to the senate's website: <http://campus.murraystate.edu/org/facsenate/>.

REPORTS

President -- Dr. Dunn updated the senate on the budget as agreed on by the House and Senate. The university will need to cover an additional three percent (3%) cut. It looks like the university will still receive its agency bonds to complete Franklin College, but, there may not be any big funding projects. He anticipates that the chemistry phase of the science complex will be funded. The university received \$2.5 million to close in chemistry with hopes of receiving \$10 to \$12 million to complete. The physics phase could be completed with a total of \$15.5 to \$17.5 million. The university will work on getting funds for Phase 4 in next spring's special legislative session.

The Board of Regents will meet next Friday, April 11, to discuss tuition rates. SGA will have their forum Thursday, April 10, to discuss the tuition rate.

Campus budget discussions will begin after the board meeting and continue to the end of May. The administration will list proposed cuts, and the president will solicit feedback from the campus and make recommendations to the Board of Regents.

Board of Regents—Regent Morgan reminded faculty of the banquet on Thursday, April 24, at 6:00 p.m. in the Curris Center.

The ORP bill passed both the House and the Senate and will go to the governor later this week. Dr. Morgan has been told that there should not be any problems in getting it signed.

The faculty regent's online Luminare session sponsored by CTLT went well.

Academic Policies --Chair Koren made a motion to revise the university's Policy on Academic Honesty which was passed by the senate with a vote of 26/1 with no abstentions.

Finance --No report.

Governmental Affairs—No report.

Handbook and Personnel—No report.

Rules, Elections, and Bylaws—Vice President Pittman-Munke announced the recipients of this year's Board of Regents Teaching Excellence Awards. Three recognized as current senators are: Tim Miller, BPA; Kevin Binfield, HFA; and Terry McCreary, SET. Others are: Mary Lou Yeatts, EDU; Bertus Ferreira, HSHS; John Dressler, HFA; and William Payne, SOA.

Executive—President White noted that this was the final senate meeting of this academic year. He stressed the importance of having all senate positions filled by next month to begin the new academic year.

Academic Council

Undergraduate Studies – No report.

Graduate Studies – The committee passed new courses in biology and geosciences and recertification of the library science program.

Library and Academic Support – Senator Koren polled the senate on their preference to have cuts to book budgets or journals. The group preferred cuts to books.

Residential Colleges—Senator Landini, council head, noted they are still trying to fill two head positions by the end of the semester.

Insurance and Benefits—No report.

Other Committees

Study Abroad will have a lunch next week to talk about courses for a proposal to study abroad.

Old Business—No business.

New Business—A reminder that a new senate term will begin with the May meeting and that new senators will be contacted next month.

The meeting adjourned at 4:10 p.m.

Murray State University
Faculty Senate
May 6, 2008

Present: Senators Awori, Ballard, Begley, Blaylock, Erdmann, Gesler, Hall, Hereford, Herr, Koren, Landini, Lavallo, McCreary, Ortmann, Papajeski, Peake, Pittman-Munke, Porter, Revell, Rose, Saint-Paul, Swisher, and White. **Absent:** Senators Bakes, Benfield, Farrell, Gannon, Guyer, Holliday, Lanier, Liljequist, Locke, Miller, Robertson, Smith, Utgaard, Yarali, and Regent Morgan. University Libraries is unrepresented. **Guest:** Rebecca Watts. **Media:** None.

The minutes of April 1, 2008, were unanimously approved as written and are posted to the senate's website: <http://campus.murraystate.edu/org/facsenate/>.

REPORTS

Board of Regents—President White reminded faculty that Regent Morgan had announced a visit to campus by KTRS to discuss ORP/KTRS options with faculty. Please respond to Dr. Morgan of your attendance on May 13 at 9 a.m. The meeting will take place in the Barkley Room. Faculty requested that another visit be scheduled to accommodate the end of the semester activities.

Academic Policies—No report.

Finance—No report.

Governmental Affairs—Chair Gesler reminded faculty to visit the CPE website for updates. A national search has begun for the next CPE president. Dr. Gesler noted Dr. Wattier's involvement in fielding a lot of questions regarding the appointment of Mr. Cowgill.

Handbook and Personnel—Chair McCreary reported that the committee had not met. The handbook changes have gone to the Board of Regents. He will attend the May 16 Board meeting.

Rules, Elections, and Bylaws—Vice President Pittman-Munke reminded faculty to complete the administrative assessment. The committee is seeking to gauge interest in continuing the assessments. Utilization of this instrument and other ideas on how to assess the performance of administrators will be addressed. Dr. Herr and Vice President Pittman-Munke will also work on a faculty concerns survey for the fall. Vice President Pittman-Munke reported the results of the faculty governance elections.

Executive—President White reported that the committee met three times this month, two in special session at the request of the president. One was with the joint leadership of Staff Congress. The president outlined his general approach to budget cuts which were rejected at the last board meeting. The administration proposed a nine percent (9%) tuition increase. The board discussed a wide range of alternatives. Faculty are concerned of the effects to a quality education for our students. Faculty are urged to express these concerns to the president and the general public. The Faculty Senate leadership expressed some concerns; however, the executive committee was unable to issue a statement of support of the administration's proposal. The committee discussed at length topics to be addressed. They supported higher raise increases for those employees on the lower end of the pay scale with none for the higher end. Some on the committee supported students in bearing additional costs. All of these concerns were expressed to the president without a formal statement or position from the Faculty Senate. The committee will continue to work over the summer to lend its support to those pieces representing a high quality education.

Academic Council

Undergraduate Studies-Vice President Pittman-Munke reported that a list of university studies courses has been released to the deans by Peter Murphy, director of the program. Some courses previously listed had not been recommended for inclusion in the new program. Those are being looked at again.

Graduate Studies-Dr. Gannon, chair, reports approval of six nursing and two accounting courses.

Library and Academic Support-Senator Koren has been elected the new chair.

Residential Colleges—Senator Landini, council chair, reported that the deadline for applications for college heads is nearing with several received for the two open positions.

Insurance and Benefits—Dr. Gesler reported that the committee had not met.

Old Business-Senator Rose asked if employee contribution to insurance premiums would be increased. Ms. Watts responded that a recommendation to increase the split by one percentage is being considered for next year. The university's contribution will remain at \$120,000 for 2008-2009.

The administration will recommend a \$400.00 stipend for each employee as a salary increase for next year and is reluctant to add this to base salary.

New Business-New senators were introduced to the senate. They are Dr. James Lavalley, senator at-large from government, law, and international affairs; Dr. Whitney Peake, agricultural science; Dr. Kevin Revell, chemistry; Dr. Alan Blaylock, economics and finance; and Dr. Anthony Ortmann, geosciences. President White recognized the service of out-going senators Oliver Muscio and Pat Williams. He personally thanked Dr. Williams for his service on the executive committee. Fourteen senators were reelected and are returning to the senate for two more years. Dr. Tom Begley is beginning his 30th year on the senate. Vice President Pittman-Munke completes her 5th year, second as vice president.

President White recognized Senator Herr, chair of the nominating committee. Other members are Senators Koren and Gesler. The committee recommended Dr. White to continue as president. The floor was opened for additional nominations. Being none, the motion was made to cease nominations and reelect Dr. White by acclamation. The vote was unanimous. The committee recommended that Dr. Pittman-Munke continue as vice president. She was also unanimously reelected by acclamation. President White asked that the current chairs remain in the interim over the summer should any business arise.

Dr. White thanked everyone for their service and noted that no matter how bad the budget may get faculty received a greater increase this past year equaling a 4.33% raise with additional funds going into ORP accounts for some faculty. He sees this as a significant accomplishment bringing contributions in line with the industry standard of 14.9% and thanked Regent Morgan for his efforts. He noted that even though service to the senate may not always be pleasant there are those times that useful things get done and asked that senators and their faculty lend their support to those efforts. He asked senators to continually share information with their faculty members.

The senate will continue to support adjustments to the sick leave policy. Murray State is the only regional university that does not have a policy to compensate faculty for unused sick leave at their retirement. As Faculty Senate President, Dr. White's goal is to propose and support other worthy activities on behalf of the faculty. He again expressed his appreciation to senators for their service.

Becky Watts reminded faculty of a second budget review meeting tomorrow, May 7. The meeting format will be the same as the first, but more opportunity is anticipated for faculty and staff to raise questions. She urged senators and colleagues to attend.

The meeting adjourned at 4:15 p.m.

Murray State University
Faculty Senate
September 2, 2008

Present: Senators Awori, Ballard, Bartnik, Begley, Blaylock, Bloomdahl, Erdmann, Farrell, Gannon, Guyer, Hall, Hereford, Herr, Koren, Landini, Lanier, Lavalley, Locke, McCreary, Miller, Ortmann, Papajeski, Peake, Pittman-Munke, Porter, Revell, Rose, Saint-Paul, Smith, Swisher, Utgaard, Wann, White, Yarali, and Regent Morgan. Linda Bartnik represents the University Libraries and Susana Bloomdahl replaces Alan Bakes from Educational Studies, Leadership, and Counseling **Absent:** Senators Gesler, Holliday, and Robertson. **Proxy:** Squire Babcock for Kevin Benfield, Department of English.

Guests: Mary Armstrong, Human Resources; Josh Jacobs, and President Dunn. **Media:** None.

The minutes of May 6, 2008, were approved as written and are posted to the senate's website: <http://campus.murraystate.edu/org/facsenate/>.

REPORTS

President—Dr. Dunn welcomed everyone back to campus for the fall semester and introduced Josh Jacobs. Josh will attend senate meetings on Dr. Dunn's behalf. The President offered any assistance from the President's Office. He will meet with the leaderships of Faculty Senate and Staff Congress together regularly during this year. Topics for September include the insurance plan and the state of the university. He will solicit input to form a task force for a new academic library that will determine programs and services, design, potential uses, available funds, and conceptual drawings. The task force would be charged to develop a needs statement from its findings. He asked for two-three senators willing to serve on that task force. He also asked the senate to look at the current Affirmative Action Committee, a standing committee of the university governance system. He would like to create a diversity committee to replace it to reinvigorate our recruitment efforts on campus. This discussion began with the CPE's site visit to campus on equal opportunity last spring. In response to a question on the state of the university/state budget, he anticipates no further rescission but added that nothing would probably be done until after the first of the year.

Board of Regents--Dr. Morgan reported that the board will meet on September 12. He introduced Ms. Armstrong from Human Resources who is assisting faculty/professional staff with retirement options reflected by the recent changes to ORPs and KTRS. She briefly provided a history of ORPs on campus and explained the process to investigate options and deadlines for filing any changes to retirement plans. Dr. Morgan and the senate thanked her for her willingness to assist and expressed appreciation to her for all her efforts on behalf of faculty/professional staff. If you have any questions/concerns with your retirement/insurance, Ms. Armstrong can be contacted in Human Resources at 809-2158.

Academic Policies—No report.

Finance—No report.

Governmental Affairs—Dr. Gesler, interim chair, was out of town. The committee deferred its report on items already reported by Regent Morgan, President Dunn, and the executive committee.

Handbook and Personnel—Dr. McCreary, interim chair, reported that changes to the *Faculty Handbook* approved last year were approved by the provost and president and are on the agenda for the next board meeting. Dr. Dunn noted that he held back one proposal amending the family medical leave policy for further review.

Rules, Elections, and Bylaws—Vice President Pittman-Munke summarized the results of last year's administrative assessment. An ad hoc committee of the executive committee is drafting an additional instrument to be used to gauge faculty opinion for future direction of the university. The assessment for the 2008 calendar year will be available in November. She asked that faculty be reminded to participate.

Executive—President White announced the appointment of Dr. Tim Johnston to the University Academic Council filling a senate representative vacancy. Dr. Johnston will serve on the Graduate Studies Committee. Dr. White informed faculty/staff of an AT&T customer discount available on monthly bills; i phone service excluded. The executive committee continues to work on retirement options for unused sick leave of faculty.

Three senators were unanimously elected as at-large representatives to the senate's executive committee—Ann Landini; re-elected Stephen Herr and Winfield Rose.

Academic Council

The undergraduate studies committee has recently met with Academic Council to clean up several course items. The graduate studies committee met in May and reelected Dr. Gannon as chair and elected Dr. Sharon Gill as vice chair. They also passed five new nursing and two accounting courses. The library and academic support committee met in May and reelected Dr. Koren as chair. The committee has not yet met this semester and has a vacancy on the committee.

Residential Colleges—Dr. Landini, council chair, introduced two new college heads, Joy Navan and Leon Bodevin. Dr. Landini thanked all faculty who helped again make Great Beginnings successful and asked senators to pass on her appreciation to all who helped students and parents that day noting it means a lot to them.

New business—President White noted that the executive committee will consider appointments to the president's task force on library recommendations. He referred the president's request to examine the existing affirmative action committee with consideration of a new diversity committee to Handbook and Personnel.

The senate was informed that next month's meeting will be relocated to Room 208 of Faculty Hall. The meeting adjourned at 4:30 p.m.

Murray State University
Faculty Senate
October 7, 2008

Present: Senators Bartnik, Begley, Blaylock, Erdmann, Farrell, Gannon, Gesler, Koren, Landini, Lanier, Lavalley, McCreary, Miller, Ortmann, Peake, Pittman-Munke, Porter, Revell, Rose, Saint-Paul, Swisher, Utgaard, White, and Regent Morgan. Linda Bartnik represents the University Libraries and Susana Bloomdahl replaces Alan Bakes from Educational Studies, Leadership, and Counseling **Absent:** Senators Awori, Bloomdahl, Guyer, Hall, Hereford, Herr, Holliday, Locke, Papajeski, Robertson, Smith, Wann, and Yarali. **Proxy:** Lt. Col Simons attended for Military Science. **Guests:** Josh Jacobs for President Dunn. **Media:** Hawkins Teague, *The Murray Ledger & Times*; David Borum, *The Murray State News*.

The minutes of September 2, 2008, were approved as written and are posted to the senate's website: <http://campus.murraystate.edu/org/facsenate/>.

REPORTS

Academic Policies—Dr. Koren, chair, reported that the committee met two weeks ago to choose a chair. He was re-elected. The committee will be doing the majority of its work via online email.

Finance—Dr. Lanier, chair, reported that he was also re-elected chair. The committee has been asked to review two items. The committee asks if there is a real need for a new \$40 million library. The committee took that concern to the executive committee and it is being asked of the president at this time. The committee also noted that 403b payments have been delayed over the last couple of months. These are transferred electronically and are withheld from employee paychecks.

The committee requested that President White write a letter to the university president requesting the university's top capital projects relative to needs assessment. This seems to be a concern of the senate as a whole.

Finance is also working on two additional items that are not ready for a report.

Governmental Affairs—Dr. Gesler, chair, deferred to Vice President Pittman-Munke for a report from COSFL.

COSFL—A panel on the new CPE presidential search presented at the Governor's Trusteeship Conference. According to Dr. Wattier, faculty representative to the CPE, there will be a closed search by an excellent search firm with balanced interests of the various constituencies. The job description is clear with the new president reporting directly to the Governor.

Dr. Pittman-Munke was elected as COSFL president. The next meeting will be at Eastern. She hopes to meet across the state and via ITV as much as possible. The main discussion has been frozen faculty lines, increased workloads, and decreased operational budgets. COSFL meets quarterly.

Handbook and Personnel—Dr. Porter, newly elected chair, thanked Dr. McCreary for his leadership as chair of the committee over the past several years. The committee met on September 16. President White presented a study on research sabbatical leaves from the Research Policy Committee. The committee requests that the Faculty Senate review existing policy and other institutions to see if these leaves are a priority for the university. Procedures and availability have varied between colleges/departments over the last ten years.

The committee will also review other institutional diversity committees and affirmative action policies. Promotion and tenure procedures will also be reviewed. Procedures vary across campus.

President White forwarded a number of handbook revisions recently approved by the Board of Regents and read a letter from President Dunn regarding the recommended proposal to revise the family leave policy for instructional faculty to allow for earlier leave to commence at the beginning of the semester. Dr. Dunn noted differences between faculty and staff and concerns of two employment systems for university personnel. This proposal was referred back to Handbook and Personnel for reconsideration.

Josh Jacobs, representing the president, reported that the Board has completed a review of board approved documents and the Board's Policy Manual has been edited. Dr. Porter has inquired who will be responsible for online updates of the recently approved revisions and requested a word version of the "official" copy.

Board of Regents—Regent Morgan presented comparative budget figures for 2007 and 2008 to help explain recent financial decisions of the Board. President Dunn is committed in keeping healthcare rates as low as possible. Premiums will increase by \$915,000 in 2009. The university will cover 75% of the increase over last year. No changes to co-pays or prescriptions are expected.

Dr. Morgan voted against the option to purchase land in Paducah based on faculty objections of where the money would come from. Josh Jacobs noted that the funds were taken from a specific contingency account that reverts back to general expenditures if needed. Faculty asked if these funds could be used to buffer increased fringe benefit costs to faculty. The purchase was based on recommendations from the Task Force on Paducah. Faculty do not question the need for more programming in Paducah but question the need of this particular tract of land. Nothing will be built in time to help with the 2012 initiative; faculty would prefer a lower cost alternative for Paducah.

Rules, Elections, and Bylaws—Vice President Pittman-Munke noted that the senate will soon conduct another assessment of administrators to gain a faculty sense of direction for the university. A survey of faculty priorities will also be conducted to be shared with the university president. Future assessments will be conducted only in the fall semester.

Executive—President White reported that the Faculty Senate/Staff Congress leadership council has had its first meeting with President Dunn to enhance communication between the three entities. Dr. Dunn shared his healthcare plan/costs expectations. He hopes to continue dialogue of investigation of all opportunities to limit increased costs to employees. The Faculty Senate presented salary/budget issues as its highest priority and shared AAUP salary data of benchmarks.

Academic Council

Undergraduate Studies approved three items on first reading and two on second that will be presented for council approval on October 9. The committee continues to work on university studies submissions associated with changes to the curriculum for next fall.

Graduate Studies met on September 25 and approved two new courses in chemistry and English, and one in music. Nursing presented a new master's program in nursing education to prepare clinical instructors to help the shortage of university teachers.

Dr. Koren reported that a task force to study a design for a new library will meet next week.

Residential Colleges—No report.

New business—Dr. Gesler, faculty representative to the insurance and benefits committee, presented the 2009 rate structure for healthcare. The committee looked at different ways to distribute the projected \$915,000 increase in premiums and worked with the president to keep employee costs down as much as possible. The increase of 11.9% is higher than the national average due to our older than average workforce and that Kentucky is classified as an unhealthy state. The committee will work to maintain credibility with the new human resources director who begins October 13.

The senate adjourned at 4:45 p.m.

Murray State University
Faculty Senate
November 11, 2008

Present: Senators Awori, Bartnik, Begley, Blaylock, Bloomdahl, Erdmann, Farrell, Guyer, Hereford, Holliday, Lanier, Lavalley, Locke, McCreary, Miller, Ortmann, Pittman-Munke, Porter, Revell, Robertson, Rose, Saint-Paul, Smith, Swisher, Utgaard, Wann, White, Yarali, and Regent Morgan. Dr. Morgan represented the School of Agriculture. **Absent:** Senators Ballard, Gannon, Herr, Koren, Landini, and Papajeski. **Proxies:** Rory Goggins for Senator Binfield, Barbara Washington for Senator Hall, and Mickey Miller for Senator Gesler. **Guests:** Dr. Mark J. Wattier, CPE Faculty Representative, Josh Jacobs for President Dunn, Kara Mantooh, Student Regent, and Dr. Staci Stone, Chair, Department of English and Philosophy. **Media:** None

The minutes of October 7, 2008, were approved as written and are posted to the senate's website: <http://campus.murraystate.edu/org/facsenate/>.

REPORTS

Board of Regents—Regent Morgan outlined the agenda for the November 14 board meeting and introduced Student Regent, Kara Mantooh.

Academic Policies—No report.

Finance—Chair Lanier reported that the problem in delays of payroll deductions noted at last month's meeting has seemed to improve. Other senators noted theirs.

Governmental Affairs—No report.

Handbook and Personnel—Chair Porter listed committee agenda items. The president had requested that the senate look at replacing the affirmative action committee with a diversity committee. The committee is working on a description of a new standing committee on diversity.

The committee is discussing sabbatical leaves at the request of the Research Policy Committee.

The committee presented a revision of Section 2.7.3.3 to include an extension of the probationary period. This was a clarification not noted when the new option to extend the probationary period in certain family circumstances was passed last year. Motion unanimously passed.

Departmental name changes have been updated in the Handbook as approved by the board; the Department of Art added Design and the Department of Theatre deleted Dance. This was noted from Regent Morgan's report during the last senate meeting.

Rules, Elections, and Bylaws—Vice President Pittman-Munke asked that senators return the senate questionnaire on faculty priorities as soon as possible. Results will be shared with the senate and recommendations developed for the president.

The senate's administrative assessment of chairs, deans, the provost, and the president will be repeated for the 2008 year. Last spring's assessment was conducted for the 2007 calendar year. Future assessments will only be conducted each fall. Dr. Pittman-Munke reminded senators that the results are confidential and cannot be reproduced. Senators are to share the results with their faculty but no note-taking is permitted. The assessment will be conducted after Thanksgiving.

Executive—President White reported that he, Chair Porter, and Senator Rose, member of the executive committee, met with President Dunn recently for a frank, open conversation with Staff Congress representatives. Committee chairs spoke directly to the president with their concerns. Library needs were discussed at the request of the Finance Committee. The President agreed to come to the next senate meeting and discuss the needs of the university libraries.

They discussed the expenditure of funds to purchase land at Paducah. The President stressed the importance to enhance the support of programming and facilities at Paducah.

The executive committee has referred an item to the Academic Policies Committee. The College of Humanities and Fine Arts has circulated a proposal to replace the English 101/102 composition sequence with one four-hour course (English 105). The committee has held email discussion with no recommendation at this time.

Academic Council—No report.

Residential Colleges—No report.

Old Business—Mr. Jacobs asked that senators read Dr. Dunn's column concerning a proposal for a new library building in this week's Round About to prepare for the discussion at the December meeting.

New Business—President White welcomed and introduced Dr. Wattier. Dr. Wattier explained the connection of Dr. Dunn's effort to form a campus diversity committee with legislative efforts to transition from affirmative action to diversity requirements.

He updated the senate on the search for a new CPE president. He reported that this search is an open and honest process to find the most appropriate individual for the position. He explained the connections between more probable cuts, affordability, and quality of instruction of students. There are no faculty on the Governor's group looking at tuition. CPE has asked for faculty representation. There is a possibility that COSFL will be asked for this faculty input.

President White added that the Board's tuition committee had the same problem. Regent Morgan asked that Dr. White be appointed to this sub-committee. The committee is to make a recommendation on tuition by the spring. He has attended one meeting. Vice President Denton presented current tuition policies and procedures and information on tuition discounts offered to the region (out of state). The next meeting is November 20. The student and faculty regents also sit on the committee along with three students and one staff member. Mr. Taylor chairs the committee.

Dr. Wattier explained a new initiative by Morehead to charge students a 20% surcharge to any hours taken above 12; which has brought in additional revenue. They have also noticed a significant decrease in the number of students dropping classes.

Senators noted that quality of the education students receive should not be jeopardized by trying to keep tuition low. No significant increase to departmental operating budgets over the last twenty years was also noted. Fixed costs are also a concern. Students are also concerned with the quality of education they receive.

Dr. White noted the new English proposal as a step by the department to ensure the quality of instruction. Programs have been underfunded and staffed and over worked.

President White reminded faculty of Veteran's Day and recognized the service of our military personnel to the nation throughout history.

The meeting adjourned at 4:30 p.m.

Murray State University
Faculty Senate
December 2, 2008

Present: Senators Awori, Bartnik, Begley, Blaylock, Bloomdahl, Erdmann, Farrell, Gannon, Gesler, Guyer, Hereford, Herr, Holliday, Koren, , Landini, Lanier, Lavalley, Locke, McCreary, Miller, Ortmann, Papajeski, Pittman-Munke, Porter, Revell, Rose, Saint-Paul, Smith, Utgaard, White, Yarali, and Regent Morgan. Dr. Morgan represented the School of Agriculture. **Absent:** Senators Ballard, Hall, Robertson, Swisher, and Wann. **Proxies:** Dr. Rory Goggins for Senator Binfield, English and Philosophy. **Guests:** President Dunn, Adam Murray, Interim Dean of University Libraries, and Josh Jacobs, President's Office. **Media:** None

The minutes of November 11, 2008, were approved with one correction and are posted to the senate's website: <http://campus.murraystate.edu/org/facsenate/>.

REPORTS

New Library Task Force – President Dunn introduced Dr. Adam Murray, Interim Dean of the University Libraries, who presented background information on current library facilities and talked about facilitation of modern learning activities and communities. The charge to the task force by the president is to study features and functions of a modern library. Dr. Murray presented usage figures for existing collections/facilities. He encouraged faculty to stop by CTLT's Christmas Gadgets open house in Waterfield on December 15 to view various designs.

Dr. Dunn recognized concerns of funding a new building and told faculty that any recommendations would include the expansion of acquisitions to better accommodate student learning/research and program accreditations.

President's Report – Dr. Dunn briefed the senate on budget items. He noted an additional four percent cut from the state for this fiscal year. Next year (2009-10) each organizational unit of the institution may have to identify possible permanent cuts trying to minimize the impact to on-going searches.

In relationship to a new library building, he noted an additional need for new facilities for student services and specifically mentioned enhancement of our Honors Program. He answered several questions from faculty and took comments. He encouraged faculty input to him or any member of the task force.

Board of Regents—No report.

Academic Policies—Chair Koren said the committee will continue to review the mid-term grading process at the request of faculty. The committee has talked of a proposal from the College of Humanities and Fine Arts to require one 4-hour English composition class to replace the 6-hour 101/102 sequence. There is a sense to support such a proposal as helping the Department of English achieve its goals for students.

Finance—Chair Lanier noted continuing faculty reports of delays in retirement contributions by the university.

Governmental Affairs—No report.

COSFL—Vice President Pittman-Munke noted that COSFL has been invited by CPE to comment on affordability of colleges. She invited faculty input to her. There will be an ITV meeting on campus December 6 from 9-11 a.m. The Governor also has a task force on college tuition (affordability).

Handbook and Personnel—Chair Porter presented a proposal to add a diversity committee to the university's governance system at the request of the university president. A motion to suspend the bylaws in order to vote on this proposal failed. Senators did not have the required time of three business days to review the proposal with their departments. The proposal remained in committee for further discussion.

Rules, Elections, and Bylaws—Vice President Pittman-Munke presented preliminary results of the survey of senators on institutional priorities. Faculty requirements to enhance academic programs seemed to be supported. Athletic expenditures and academic attainment of athletes were concerns. One-half of respondents had no interest in campus life options. Faculty offered opinion on internet-based courses. A summary should be ready in January. A survey will be drafted to go out to all faculty.

Executive—President White reported that he had been appointed to the Board's tuition task force.

Academic Council

Graduate Studies—Chair Gannon reported that the College of Education has submitted changes to all of its masters programs per a state mandate.

Library and Academic Support—Chair Koren reported that the committee had not met but that he is serving on the new library task force.

Residential Colleges—Senator Landini announced that applications for Dr. Horwood's position as college head are available in the Office of Student Affairs. Dr. Horwood will retire in the spring. She encouraged faculty to consider serving.

New Business

Senator Rose asked about a policy of discarding results of an evaluation if fewer than ten respond to a student evaluation.

It was noted that KTRS has distinguished between smokers and non-smokers on healthcare rates for the first time—a difference of \$20.

The senate adjourned at 5:00 p.m.