

Faculty Senate Minutes May 3, 2007

Call to Order:

Call to order: 4:10 pm; Riggle Room; ADUC.

Senators Absent: Victor Ballestero, Roland Buck, Pamela Colyer, Cynthia Faulkner, Michael Harford, Hilary Iwu, Ronald Spangler, Paul Taylor, Michelle Walters, Greg Wing, Scott Wymer

Minutes: Senator Breschel moved to approve the minutes of April 19, 2007 as submitted. Senator Neepser seconded the motion. Motion passed.

Reports:

Chair's Report:

- The salary pool for increases will be 4% - (3% merit and 1% equity). The equity will be managed by the Deans within the colleges.
- The increase for health insurance premiums will begin in July. Chair Lindell asked the members to share this reminder with their colleagues.
- Chair Lindell asked the new Human Resources Director to provide the entire campus with the information regarding the health insurance premium increase.
- Chair Lindell provided, via email, the Senators a copy of the recommendations that were forwarded to the President from the Advisory Group on the New Faculty Institute. Dr. Andrews is in support of the recommendation to suspend the implementation until fall of 2008. The Senate will need to review the recommendations and the structure of the New Faculty Institute and provide input to the President.
- Chair Lindell asked the members to remind their colleagues that the annual employee picnic is Wednesday, May 9, on the lawn of Allie Young.

Regent's Report:

- Regent Irons expressed concern that the equity issue is not being handled in the manner that the Senate approved in a previous year. Regent Irons provided the following data:
 - Northern Kentucky University will receive 6% increase next year (5% merit – 1% equity) – separate pool for promotions, all will get 8% increase in base rather than a set amount
 - Eastern Kentucky University will receive 3% across the board cost of living increase – some faculty will get a one time bonus in addition to the 3%
 - Western Kentucky University's raise pool is 4% (all merit) - an additional \$375,000 will be used to address equity/compression issues and will continue for 3 to 5 years - \$430,000 will be earmarked as on Optional Retirement Benefit Plan adjustment for faculty in the ORP
 - Murray State University's raise pool will be 3.5% (2.5% across the board cost of living increase – 1% merit)
 - KCTCS will provide 3% increases for all faculty and staff - \$1500 to \$2500 will be given to some people as a one time merit bonus

Regent Irons expressed concern that the equity plan will not fully accomplish the goal of increasing salaries to benchmark. Regent Irons suggested the Senate review the practice of using a portion of the raise pool for equity.

- The Board of Regents will have a budget work session on May 10, 2007.

Provost's Report:

- The Provost encouraged the members to attend the Commencement on May 12, 2007.

Senate Actions:

Professional Policies:

- The Senators received a copy of Faculty Development "Talking Points" on Tenure and Promotion. The list is a result of the tenure and promotion survey, faculty forums, discussion with the Deans Council and the Chairs Forum. Senator Jerde asked the members to review this document over the summer, provide comments and share the document with their colleagues. The major ideas in the "Talking Points" are:
 - Encouraged to limit size of Tenure and Promotion portfolios
 - Encourage electronic forms for supplementary documents
 - Eliminate the initial portfolio as it is now in the first semester for new faculty
 - Eliminate the University committee as a Standing Committee
 - Re-institute a College committee for tenure
 - A University committee would be called together in the event of a split vote
 - Service is not synonymous with committee work

The basic idea is that PAC 27 will become a document that explains the philosophy of tenure and promotion and provides examples. The departmental FEP's and the Mentoring Process will be the main focus for expectations of tenure track faculty. The departmental FEP's may need to be re-evaluated to insure that they reflect the expectations for tenure-track faculty in each department. A member asked if the Senate would review the process for revising the departmental FEP's.

Regent Irons asked how civic engagement will be incorporated into the process.

A member suggested departmental FEP's, rather than the University PAC, could address regional engagement.

Governance:

- Ballots for committee positions are due back to the Governance Committee by May 7th.
- At the last meeting there was a question with regard to adding two people to the Planning Committee. The Chair of the Governance Committee informed the members that the Chair of the Planning Committee verified that there was a typographical error in the description and there does not need to be any members added to the Planning Committee.

Academic Policies:

- Senator Schroeder read the revised Academic Withdrawal Policy to the members. Regent Irons moved to take the Academic Withdrawal Policy off the table for discussion. Motion passed. After discussion, Senator Wallace moved to end discussion and vote. Motion passed. The new policy will be available online and in the fall catalog.

Communications:

- The new E-zine is available on the Senate Web page.

Evaluation: No Report

Fiscal Affairs: No Report

New Business:

- Regent Irons provided the members with A White Paper study "The Declining Status of the Optional Retirement Plan (ORP) at Kentucky's Comprehensive Institutions." After discussion of the White Paper study, Regent Irons presented a Resolution Concerning Monies Sent to KTRS from ORP Retirees Accounts for approval. The resolution states that The Morehead State University Faculty Senate demands that until the inequity is solved either through the expiration of the agreement, through legislative means, or by a lawsuit brought by third parties, that Morehead State University make up the difference in money diverted that would bring the ORP-to-KTRS contribution in line with a rate equal to that of the 1996-1997 fiscal year (% to Employee's ORP Account=8.10 %), which was when the program originated. Senator Wymer moved to end discussion and vote. Motion passed.

Announcement:

- Senator Isham announced that Shannon Martin will be commissioned by the President of the United States at the White House.
- Morehead Theatre Guild will be performing "You Can't Take It With You" in the newly renovated Court House May 11, 12 and 13th.
- The President's Spring Concert, Steel Drums and Beach Bums will be today from 5:00 p.m. to 9:00 p.m. in Button Auditorium.

Adjournment: 5:00 pm.