

**Faculty Senate Minutes
May 1, 2008**

Call to Order:

Call to order: 4:20 pm; Riggle Room; ADUC.

Senators Absent: Gabriel Alungbe, Sam Nataraj, Granuaile O'Flanagan, Greg Penner, Randall Swain

Senator Chatham asked that the minutes of April 17, 2008 be changed as follows:
Page 2, Chairs Report: change veto's to vetoes. Senator Breschel moved to approve the minutes as amended. Motion passed.

Committee Review:

Academic Policies: No Report

Communications: A secure faculty list serve site will be on Blackboard and linked to the Senate Web site; Karen Lafferty is rotating off of the Senate and thanked the members for the opportunity to serve for the last eight consecutive years

Evaluation: The "Are We Making Progress Survey" has been extended through May 2, 2008; the committee asked the members to encourage faculty in their departments to respond to the survey

Fiscal Affairs: Will have three recommendations regarding faculty compensation

Governance: Will need to vote on a list of appointments to Standing Committees; Conduct an election for two Senators for the Planning Committee; Governance committee will meet within the next week to issue an interim report on the Standing Committees they have been reviewing

Professional Policies: Will continue discussion of PAC-27 and PG-55

Reports:

Chairs Report:

- The Chair received an opinion from the University's General Counsel regarding a request for clarification with respect to the employment of Board of Regents' family members. The interpretation is that the statute is in place to prevent hiring an employee who is a relative of a sitting Board member; it is not to keep a Regent from taking office if he/she is a relative of someone already employed at the University. The ruling is that Ronald Morrison will be allowed to serve as Regent. Lora Pace and Paul Goodpaster will be able to continue to serve.

A member asked about promotions of employees while a relative is a Board member. Chair Jerde stated that the law does not address promotions only employment. Regent Irons stated that the Board is in the process of developing a Code of Ethics and a Conflict of Interest Policy. If situations such as that arise the Board member would recuse themselves.

- Chair Jerde will end Senate action no later than 5:50 in order to turn the chair ship of the Senate over to the Chair-elect in New Business.

Provosts Report:

- The Provost thanked the members for the opportunity to work with them and the work they have completed this year. The Provost complimented the Chair and the Executive Council for their willingness to work with her and the President. The Provost has begun discussions with Chair-elect Thomas regarding next year's work. The Provost is supportive of professional development for Senators. Chair-elect Thomas is considering a one day workshop to introduce topics for next year and provide incoming Senators with information in order to continue the Senate's momentum from this year. The Provost will be providing communications to the faculty via email during the summer regarding Academic Affairs and welcomes questions from the faculty.
- The Provost provided the members with an overview of the academic audit process from this point forward.
 - Chairs and Deans of each college are reviewing the reports
 - A summary of recommendations will come from each college to the Provost
 - Every report will come to the Provost's office so that she has the opportunity to review them
 - The Provost will concentrate on the recommendations from the Chairs and Deans
 - The Deans Council will review the reports and develop a set of recommendations
 - The recommendations from the Deans Council will be available to the University community in August
 - Comments and discussion points will be due from faculty in late September
 - Recommendations will be presented to the Cabinet in October
 - The Cabinet will review these recommendations and any changes in Academic Affairs will be presented to the Board of Regents in December, along with a plan of transition for any changes being made

A member indicated that they heard that the Cabinet would make the final decision and asked what role the non-academic vice presidents have in making recommendations regarding Academic Affairs. The Provost stated that an understanding of how the Cabinet works is needed to answer that question. The role of the Cabinet is to look at the alignment of the suggestions from Academic Affairs with the rest of the Institution just as they would any changes in other areas. The Cabinet makes an endorsement not a vote. A member stated that many faculty and staff do not understand how the Cabinet operates. The Provost will look into this issue.

A member asked if the Senate would have input in the Fall regarding the audit recommendations and when the decisions would be implemented. The Provost will work with Chair Thomas and the Senate leadership to ensure that she understands what is appropriate to come before the Senate. The implementation is dependant on the recommendations that are made.

A member stated that a concern on campus is a fear that the audit information provided to the Provost from the Chairs and Deans will not be reflective of the faculty perspective. The Provost will have all documents created through the audit process. The report will be provided to all faculty and probably a forum will be held.

A member asked about a parking fee increase. The Provost indicated that a group has been reviewing a variety of issues on campus, but she was not a part of the group and does not know what the recommendations are. Regent Irons stated that a model being reviewed is a three tiered model, but no decision has been made.

A member asked the Provost about a concern from their department regarding Bruce Maxwell's contribution to the MSU 101 University committee. The intention is to use 4 of the 16 sessions for the True Colors Personality Test. The faculty's concerns were:

- Faculty are not licensed counselors and do not consider it appropriate to counsel or administer the personality tests
- Using 25% of the curriculum removes their academic freedom as it impacts the mission of the course which is to assist students in making the transition from high school to college and retention
- The personality test is not going to predict their success in a given major
- Origins of documentation cannot be traced because it is copyrighted by Bruce Maxwell
- The documentation is stereotyping

The Provost stated that True Colors is not a personality test and a person does not have to be a licensed counselor to administer it. The Provost provided a brief overview of True Colors. The Provost suggested having Bruce Maxwell involved in the discussion of True Colors.

A member stated a concern that MSU 101 is changing from discovering and understanding University life and understanding the Institution to focusing on career development. The Provost stated that the focus of MSU 101 is being reviewed. Research indicates a correlation with student success and an immersion into university life and their ability to succeed which begins with a discussion of themselves.

A member asked if changes in MSU 101 should have been approved by the Curriculum Committee. The Provost stated that her understanding was that this was not a change in curriculum but an activity and integration of principles in a different way.

Chair Jerde ended the discussion in order to have time for PG-55 and PAc-27.

Regents Report: No Report

Senate Actions:

Fiscal Affairs:

- The committee presented a written report on faculty compensation with three recommendations. Briefly the recommendations were:
 - A comprehensive faculty compensation plan that integrates our goal of being #1
 - Work processes that create differentiated work loads and integrating features of exemplary practices
 - Formal link to budget and compensation

Governance:

- The Governance committee will be working on updating committee descriptions next year.
- The committee provided the members with a list of candidates for Standing Committee Appointments.

An election was held for two Senate members to serve on the Planning Committee. The Governance Committee selected Ali Ahmadi from Business as a candidate for the

Planning Committee. Senator Harford nominated Senator Wymer from Business as a candidate for the Planning Committee. A vote was held and Senator Wymer was elected to the Planning Committee. Senator Thomas moved that Latonya Hesterberg be elected by acclamation to the Planning Committee from Humanities. Motion passed.

- Chair Rogers thanked his committee members for their hard work this year.
- Chair Jerde asked for a vote on the slate of nominations for Standing Committee members presented by the Governance Committee. The nominations were approved.

Professional Policies:

- Professional Policies presented PG-55 Technology Resource Acceptable Use for a 2nd reading.
 - Senator Macintosh moved to add "Best practices will be determined by the Office of Information Technology. Information Technology will disseminate the list of best practices to the University community and assist faculty and staff with implementation upon request." at the end of line 65. The members discussed the motion. After discussion Senator Patrick moved to delete "through application of commonly accepted best practices and adherence to ethical standards of conduct." on line 64 and 65. Senator Breschel seconded the motion. Senator Macintosh withdrew her motion. Chair Jerde called for a vote on the motion to delete "through application of commonly accepted best practices and adherence to ethical standards of conduct." on line 64 and 65. Motion passed.
 - Senator Harford moved to change the word "ultimate" to "intimate" on line 100. Senator Breschel seconded the motion. Motion passed.
 - The committee discussed lines 101 through 104 regarding loss or theft of data. Senator Breschel moved to add "to take reasonable precautions" after the word "responsibility" on line 102. Senator Buck seconded the motion. Regent Irons made a friendly amendment to delete "from unauthorized access due to theft, and from unintentional loss due to equipment or media failure." from lines 103 and 104. Senator Breschel accepted the friendly amendment. Chair Jerde called for a vote on the above motion and friendly amendment that would make the second sentence beginning on line 101 read "It is the user's responsibility to take reasonable precautions to safeguard mission critical and/or sensitive data on their desktop or portable computer's hard drive." Motion passed.
 - Without objection the comma will be removed after "bona fide" on line 97.
 - Chair Jerde called for a vote on PG-55 Technology Resource Acceptable Use, as amended. PG-55 was approved as amended.
- Discussion continued on PAC-27.
 - Senator Wallace moved to delete "(e) samples of written feedback on assessments to students;" from line 324 and add "samples of written feedback on assessments to students," on line 326 after "following:". Senator Buck seconded the motion. The members discussed the motion. Motion passed.
 - Senator Wallace moved to insert "(e) 1-2 page philosophy of teaching and assessment where the individual describes one's approach to teaching, assessment and the types of feedback given to students regarding their performance in class;"

on line 324 after "assessments);” in the At a minimum section. Regent Irons seconded the motion. The members discussed the motion. Motion failed.

- Senator Harford moved to add "and their use in student-teacher interaction)" after "assessments" at the end of (d) on line 324. Senator Wallace seconded the motion. The members discussed the motion. Senator Wallace moved to end debate and vote. Motion passed. Chair Jerde called for a vote on the motion to add "and their use in student-teacher interaction)" after "assessments" at the end of (d) on line 324. Motion passed.
- Senator Wallace moved to end debate and vote on PAc-27. Motion passed.
- Chair Jerde called for a vote on PAc-27, as amended. PAc-27 was approved as amended.

New Business:

Chair Jerde stated that he had enjoyed being Chair of the Senate and hoped the Senate would continue to move forward. He said shared governance is about being engaging in conversation with the administration. Chair Jerde encouraged the members to consider serving on the Executive Council next year.

Chair Jerde read a letter of resignation as Faculty Senate Chair effective at the close of Senate business on May 1, 2008, due to his appointment as Interim Chair of Physical Sciences which will be effective May 11, 2008. Chair Jerde turned the gavel over to Chair-elect Cathy Thomas.

Chair Thomas thanked Chair Jerde for serving as Chair for two terms and presented him with a plaque in recognition of his service to the Senate.

Regent Irons reported concerns from his department about a task force that has been created to address merit increases. Regent Irons asked about the task force, its composition, its charge, and under what circumstances will merit based evaluation for increases be reinstated. Regent Irons asked for written information concerning what's happening with the merit process which has been suspended. Provost Hughes stated that these issues will be discussed through email.

Senator Harford asked if Phased-In Retirement and UAR 334.01 was a part of this task force. Chair Thomas stated that the task force was only looking at PBSI. A Senator asked why Phased-In Retirement had not come before the Senate and suggested the Senate review the policy. Provost Hughes stated that she asked how UAR's were disseminated and was given a distribution list that had been in use on campus and informed that there was a process in place for distribution of UAR's.

A Senator requested that Bruce Maxwell address the Senate in the Fall regarding the changes in MSU 101.

Regent Irons stated a faculty concern regarding changes with respect to policy in which the rules of the Institution as adopted by the Board of Regents are being bypassed or ignored.

Adjournment: 6:00 pm.