

Faculty Senate Minutes October 16, 2008

Call to Order:

Call to order: 4:15 pm; Riggle Room; ADUC.

Senators Absent: Julia Hypes, Shari Kidwell, Gary Lafleur, Beverly McCormick, Nathan Nabb, Manuel Probst, David Smith, Yuqiu You

Visitors: Mike Walters, Sharon Reynolds

Minutes: Senator Wymer moved to approve the minutes of October 2, 2008 as submitted. Senator Craig seconded the motion. Motion passed.

Committee Review:

Academic Policies: No Report

Communications: No Report

Evaluation: No Report

Fiscal Affairs: Reviewing Sick Leave Pool

Governance: Will present committee assignment to be voted on

Professional Policies: Will present PAC-1 for first reading, and PAC-6 for second reading

Reports:

Chair's Report:

- Chair Thomas encouraged all Senators to review the Executive Summary of *College Learning for the New Global Century*, forwarded by President Andrews.
- Mike Walters provided the members with background information on the survey process for the Senior Administrator Evaluation Survey. The survey was developed in conjunction with the Faculty Senate Evaluation Committee and the Staff Congress Executive Committee to measure perceptions of faculty and staff and solicit feedback to make improvements. The first survey was conducted in May 2006. Two of the major areas identified as needing improvement were: communications and removing barriers to success. Programs were implemented in 2007 to address these two areas. The second survey was conducted in April 2008. An overview of the results of that survey was presented. Mr. Walters asked for input on ways to continue to improve communications and the removal of barriers to success.
- Sharon Reynolds presented an overview of the results of the survey conducted in April 2008. The seven categories of Baldrige Criteria for Performance Excellence are: Leadership; Strategic Planning; Student and Stakeholder Focus; Measurement, Analysis & Knowledge Management; Human Resource Focus; Process Management; and Business Results. There were 473 respondents in 2008 - 128 faculty and 339 staff. Survey information may be found at <http://www.moreheadstate.edu/adminsurvey>

A question and answer session followed. Some of the questions and statements were:

- The faculty percentage of response was poor.
- How many universities use the Baldrige system for evaluation?
- Why were the questions not more specific with regard to administrators? Mike Walters said surveys were administered in the 90's that addressed individual administrators, but the response was very low and not very meaningful.
- A suggestion was made to use a more educational based survey with more specific questions for education.

- A suggestion was made to conduct a follow-up survey with specific questions regarding communication and removing barriers.
- Sharon Reynolds said the President held forums for faculty and staff input after the last survey which were not very well attended.
- Mike Walters asked the members how the administration can solicit feedback from the faculty more effectively based on the survey results they are currently working with.
- Mike Walters said the Provost and the Vice Presidents will continue to solicit more specific information from faculty and staff.
- Regent Morrison asked if the information will be provided to the Board of Regents. Mike Walters said it would.
- A member suggested it would be interesting to hear the perceptions of the Board of Regents on the results of the survey.

Provost's Report:

- Charlie Patrick provided the Provosts Report. An email was sent to Deans, Chairs and Academic Department Specialists in the academic departments indicating that the IDEA evaluation would be used this year for tenure-track faculty only. The Provost's Office and the Deans Council are in the process of identifying an evaluation form for tenured and non tenure-track faculty. They are looking at conducting a Snap Survey Evaluation via email. Charlie Patrick asked for feedback from the members as to whether they would prefer an email evaluation or a paper evaluation. A member stated that the Senate must vote on a new evaluation form before it is distributed. The members discussed the evaluation process for faculty. A member asked if PBSI's will have to be submitted this year. Charlie Patrick will talk with the Provost regarding the Senate concerns. Chair Thomas stated that the Executive Council will also talk with the Provost at their next meeting.

Regent's Report:

- Regent Morrison thanked the members who attended the Regent Forum.
- Members of the BOR will meet with the NCAA certification committee next week.
- Regent Morrison will present the Senate concerns regarding the Senior Administrator Evaluation Survey to the BOR.

Senate Actions:

Governance:

- The committee recommended the following candidate for membership to the Tenure Committee: Sharon Walters (BUS). Senator Stanley moved that the recommendation be accepted. Senator Craig seconded the motion. Motion passed.

Professional Policies:

- The committee presented PAC-6 for a second reading. The members discussed various parts of the PAC. During discussion the following motions were made.
 - Senator Rogers moved to delete lines 39 through 42. Senator Buck seconded the motion. Motion passed.
 - Senator Stanley moved to replace "curriculum vita" on line 28 with "documentation of criteria as indicated above". Senator Katz seconded the motion. Motion passed.
 - Regent Morrison moved to delete PAC-6. Senator Colburn seconded the motion. After discussion, Regent Morrison withdrew his motion and Senator Colburn agreed.
 - Senator Buck moved to end discussion and vote. Chair Thomas called for a vote on PAC-6 as revised. Motion passed to accept PAC-6 as revised.

- The committee presented PAC-1 for a first reading. Senator Chatham provided a brief background of the revisions.

A Senator asked what the definition of "in the teaching field" is in lines 51, 53 and 60. Senator Chatham will provide an answer at the next meeting.

A Senator asked what "recognized by their respective governments" means on line 13. Senator Chatham will provide an answer at the next meeting.

Fiscal Affairs:

- Senator Buck attended the Employee Benefits Committee meeting on October 10th. The Employee Benefits Committee is looking into extensions to the Phased Retirement Program and replacing the Sick Leave Pool with a Sick Leave Bank.

Announcements:

Homecoming parade at 6:00.

Adjournment: 6:00 pm