

Faculty Senate Minutes
May 2, 2013

Call to Order: Chair Chatham called the meeting to order at 4:20 pm; Riggle Room; ADUC

Senators Absent: Lori Baruth, David Butz, Beverly Klecker, Lisa McDavid; Lee Nabb, Joyce Stubbs; Scott Wymer, Yuqiu You; Cathy Thomas substituted for Ritta Abell

Chair Chatham introduced Sandy Kitt who will be the Senate secretary beginning July 1, 2013. He presented the current secretary, Janet Skidmore, with flowers and a huge card signed by the Senate members and thanked her for her years of service.

Visitors: A group of faculty and the Dr. Thomas Williams, Chair of the Department of English, were in attendance at the meeting.

Minutes: The minutes of meeting of April 18, 2013 were approved as submitted.

Reports:

Chair's Report:

- recognized and thanked the outgoing Senators for their service: Ali Ahmadi, Ray Bailey, Robert Boram, Michael Dobranski, Barbara Lyons, Lisa McDavid, April Miller, Lee Nabb, Carol Olson, Jeanne Petsch, Manuel Probst, Mee-Young Shon and Scott Wymer
- presented the results to date of the Senate evaluations; this was only the first year the Senate has conducted an evaluation of itself, Chair Chatham stated that next year the evaluation will be started earlier in the year in order to develop a better instrument
- informed Senators that the Draft Compensation Model that was presented to the Board of Regents at their Work Session held earlier today; the model is a 3-year phased process; the model included a performance/merit bonus for the top 20% of faculty and staff for this year only; the document will be forwarded to faculty in a mass email
- Faculty Senate leadership had encouraged the administration to include the performance/merit part of the plan for high performing faculty earlier than the third year of the plan
- Provost Hughes provided more detailed information about the Compensation Model

Senator John Hennen commented "I believe that merit systems are inherently hypercompetitive, damaging to morale, they inhibit cooperation, and they are potentially inherently arbitrary and unfair". A couple of Senators indicated their agreement with this statement.

Provost's Report:

- SOAR report shows registrations are up 180 over this time last year
- continuing to monitor the seats available in Gen Ed classes
- worked with Deans and Chairs to assure faculty are in the correct CIP code for the Compensation Model, "understanding that the CIP designation for APNA is separate from, and is not the same in all cases, as is the reported CIP for CUPA"
- moving forward on enhancing Technology Tools for retention and advising
- final revisions of FEPs will be approved before faculty leave campus for the summer

Regent's Report: Regent Morrison reported on the BOR work session held earlier today. Items discussed:

- MSU returning to flat tuition rate
- projected 4% tuition increase will only be 3%
- revised faculty compensation plan was discussed which includes a one-time merit pay supplement for this year only of \$2000 for the top 20% of faculty and staff
- a plan for awarding merit will be developed for the future with faculty input

Committee Reports:

Evaluation: Senator Lennex presented a Faculty Online Teaching Observation Form for chair or peer observation/evaluation for faculty to look at and use if they so desire; there is no mandate to use this form at all.

Governance: Stemming from a request to review an ad-hoc committee description regarding Service Learning and Regional Engagement, the Governance Committee and the EC determined that the Senate has no jurisdiction over ad-hoc committee descriptions and notified the person who submitted the request.

Faculty Welfare on Concerns: PAc 2 – Promotion was brought to the floor for a second reading. Senator Gibbs received two amendments just before today's meeting, and conferred with her committee to determine if they approved the amendments. One was approved and one was not. The approved amendment was to insert a section at the end of the document to read: "**ACADEMIC FREEDOM:** Faculty and administration will observe the conditions on academic freedom and responsibility for teaching and research as outlined in PAc 14."

Senator Gibbs showed the Senators the changes (in red) that were made for clarification resulting from the first reading. FWC received only one amendment after the first reading and it was accepted as follows: Add on line 169 "The Provost will meet with the University Promotion Committee to discuss his or her recommendation." The floor was opened for written amendments. There were no amendments made. Senator Rathbun moved to end debate. Senator Royar seconded the motion. Motion passed by a vote of 25 for and 10 against. Chair Chatham called for a vote on PAc 2. PAc 2 was approved.

Academic Issues: Senator McCormick presented a revised SLO distribution for Gen Ed courses, the purpose of which is to have no more than three SLOs for each area. Senator McCormick explained the various changes in the document and moved to suspend the rules and move to a second reading. Senator Gibbs seconded the motion. Motion passed by a show of hands. Senator Carlson asked Chair Chatham to recognize the Chair of the Department of English, Dr. Tom Williams. There was no opposition to hearing from Dr. Williams. Dr. Williams stated that the Department of English appreciates the hard work of, and respects the aim of the Gen Ed Council. He indicated, however, that the revised SLO as submitted causes a fundamental alteration of English 200 which disrupts the integrity of the course. Dr. Williams asked that the Senate consider the needs of the Department of English for the students. On behalf of the English Department, Senator Royar presented a motion that, "the new SLO for Writing II (2d) be replaced with the reinstatement of 2a". He also provided a rationale for the change and the revised table. Senator Carlson seconded the motion. Senator Rathbun provided rationale against the motion and moved that all changes to the SLO be tabled until spring of 2014 with the caveat that the GEC present a matrix for redistribution on or before October 15, 2013 so that people who are teaching early college can meet with faculty in the field, if there are changes to be made; the GEC needs to hear the voice of English and Humanities, etc. so that faculty can drive the assessment process. Senator Royar seconded the motion. Point of Order: tabled motion takes precedent over all other motions on the floor at this time. Senator McCormick provided an argument against tabling the revised SLO document, and to approve the motion by English. After discussion, the Chair called for a vote on tabling. Senator Rathbun asked for a show of hands vote. Motion to table failed by a show of hands. There was no debate on the motion from English. The Chair called for a vote on the motion. Motion that "the new SLO for Writing II (2d) be replaced with the reinstatement of 2a" passed. Senator Royar, on behalf of the English Department, moved "that the HUM 1 (1c) be replaced with the reinstatement of 4b. He also provided the rationale for the change and the revised table. Senator Carlson seconded the motion. Senator Royar asked that Dr. Annie Adams be permitted to address the Senate. There was no objection. Dr. Adams explained the rationale for changing the Humanities SLO. Chair Chatham called for a vote. Motion passed. Discussion and clarification of the original revised SLO distribution continued. Senator McCormick moved "that any Gen Ed Course with a new SLO will not have to assess the new SLO until Fall 2014". Senator Kiffmeyer seconded the motion. Motion passed. Chair Chatham called for a vote on the main proposal as amended. The new SLO distribution passed as amended.

New Business/Announcements:

The senate floor recognized Chair Chatham for his service during the past academic year.

Summer Senate meetings will be announced as needed.

Adjournment: 6:10 p.m.