

# *Meeting Report*

**January 20, 1999**

Colleagues: this is a summary of the January 20 Faculty Senate meeting. If you have questions or comments, please contact your departmental Faculty Senate representatives.

President Haller reported that PAC-33 ("Post Tenure Review") has been approved by President Eaglin and forwarded to the Board of Regents. She also asked Senators to solicit faculty input concerning several very important revisions of PAC 2 and 27, drafts of which can be found on the Senate web page (see above for address).

Vice President Moore reported that he continues to meet with President Eaglin and various departments around campus to discuss issues related to the President's convocation speech, especially student enrollment.

We appear to be about 200 students down from last semester, but there are some 900 students who were pre-registered and have not paid yet, so the final numbers are not in.

Dr. Moore also reported that students on academic probation were consulted over the holiday break in order to arrange schedules that were more appropriate to their situations (in order to help them to stay in school). Where possible, the advisors of such students were included in the deliberations.

Dr. Moore reported that he is asking for faculty input concerning a calendar template for the academic school year. A group will be convened to discuss possibilities generated by the Registrar's office, and the group will include representatives of the Registrar, Financial Aid, and other interested parties.

Dr. Moore reported that the Faculty Compensation Committee was re-convened by President Eaglin. The goal currently is to hire all new faculty at CUPA levels and to minimize compression at the same time.

Dr. Moore also reported that the administration has compiled a booklet documenting the University's responses to the SACS self-study report. A number of the SACS suggestions will require faculty input for their implementation, so the Faculty Senate and the relevant faculty committees will need to consider such matters.

In addition, Dr. Moore expressed concern over the placing of non-tenured faculty in important committee positions, and asked for the Senate's help in trying to minimize such arrangements.

Senator Rita Egan, the president of the local chapter of the AAUP, asked Dr. Moore what kinds of contractual obligations MSU faculty members have by way of speaking to the press or helping the University to raise funds. Dr. Moore replied that there are no explicit contractual obligations concerning such things, and that each individual person must choose whether or not to engage in

such activities (knowing that they have consequences for the institution as a whole). He also insisted that participation in such activities (or non-participation therein) would not affect decisions regarding promotion and tenure, and encouraged anyone to make known to him any apparent cases to the contrary.

Dr. Moore added that he is concerned with the frequency with which faculty have been criticized during promotion and tenure deliberations for not serving on enough committees. He would like to encourage departmental FEPs to recognize service in many venues, and not to recognize only committee work.

The Governance Committee submitted the following nominations to fill vacancies on standing committees: Planning Committee (Library representative), Betty Wilson; Faculty Rights and Responsibilities Committee (BUS representative), Donna Kizzier; Professional Development Committee (HUM representative), Rick Caric. These nominations were approved by the Senate.

The Governance Committee also offered first readings of revised committee descriptions from the Intercollegiate Athletics Committee, the Student Media Board Committee, the International Education Committee, and the Teacher Education Committee. A revised committee description from the Planning Committee was submitted for a second reading and passed by the Senate. Senator Roland Buck recommended that the Governance Committee add an additional duty to the charge of the Planning Committee: coordinating their activities in accordance with the University Master Plan.

The Evaluation Committee presented a proposal concerning an appeals process for the awarding of the 4th PBSI share for a first reading. This proposal would create a college-level committee to hear such appeals and resolve them.

Senator Egan announced that the local chapter of the American Association of University Professors is hosting a public meeting for all Faculty on February 1 from 4.15 - 6 p.m. in the Riggle Room of ADUC. Steve Finner, an AAUP representative in Washington will be speaking on the subject of Faculty Remuneration and Merit Pay. There will be a question and answer session and an opportunity to meet with Steve after the meeting.

Senator Davison reported that some of his constituents had suggested that the recently distributed departmental Chair evaluation forms contained categories of evaluation that were unevenly slanted in a positive direction, and the Senate charged the Evaluation Committee with looking into this matter.

## ***Meeting Report***

**February 3, 2000**

The Evaluation Committee presented a proposal concerning the formation of a college-level committee to hear appeals concerning the awarding of the [4th PBSI share](#) for a second reading, and the proposal passed.

Vice President Moore responded to two questions submitted in advance of this meeting. The first concerned the scale used to evaluate department chairs on the most recent set of forms distributed to faculty. Dr. Moore discovered that two different forms (an old one and a new one) were being used by different colleges to evaluate chairs, and found that the college deans were willing to use a single form (the new one). The two forms were forwarded to the senate's Evaluation Committee for a recommendation.

The second question concerned the aggressive recruiting of students in our region for the UPS "Metropolitan University" at the University of Louisville, a program that offers students part-time employment with UPS (whose headquarters are in Louisville), free living quarters in a new dormitory, and a book fee. Dr. Moore pointed out that although we could lose students to this program, the students themselves would probably benefit as a result (and some would probably return to our region in the long run). If we were to lose a great many students, though, it would be wise to seek a competitive arrangement in our region.

The Governance committee presented (for a first reading) a change to the description of the Tenure Committee, replacing the phrase "Vice Chair" with "Chair Elect" in order to provide more continuity from year to year. The committee also presented for a second reading changes to the committee descriptions of the Intercollegiate Athletics Committee, the Student Media Board Committee, the International Education Programs Advisory Committee, and the Teacher Education Committee; all of these changes were passed by the Senate.

## *Meeting Summary*

**September 7, 2000**

### **Call To Order**

Chair Carol Nutter called the meeting to order and welcomed new Senators Wade Cain, Gerd Frick, and Ric Caric.

### **Minutes**

Minutes of the previous meeting were approved without changes.

### **Chair's Report**

Report given.

## **Dean's Council**

Nutter reported two items of note: state funds are available for enrollment growth and retention, and it is likely the faculty will be asked to contribute ideas to address these areas; and changes in academic policies related to probation and bankruptcy will be proposed. The Academic Policies Committee, chaired by Senator Knoll, will work on the new policies.

Nutter reminded the Senate that questions for Vice-President (EVPAA) Moore should be submitted 72 hours in advance, allowing him time to locate information needed to provide answers; questions arising during his report to the Senate can, of course, be asked at the time. She also requested that personal issues not be brought to the Senate floor, and suggested that any issues which come under the purview of standing committees should be dealt with in the committee.

Upon turning the floor over to EVPAA Moore, Nutter asked him to respond to two issues raised by the Executive Council. The first, that PAc-27 Tenure Review, was sent back to the Senate marked "did not concur" with no further explanation of which provisions of the PAc are at issue; and, second, that he discuss the reorganization of the College of Education and Behavioral Science (EBS).

## **Vice President's Report**

EVPAA Moore reported that enrollment figures look strong, with an increased out-of-state enrollment. He said the budget this year was based on 8200. There is state funding available to address retention issues on campus. The administration plans to examine academic policies which have a "negative" impact on retention and to work on an infrastructure to retain students. For example, last year an attempt was made to identify at mid-term students who might be headed for trouble, and to provide support to help them succeed. Bev McCormick will be in touch with faculty and advisors related to some of the strategies, such as allowing students on probation to catch up by taking summer courses. EVPAA Moore also said they are trying to develop a tracking system to determine the effectiveness of these interventions. He noted that President Eaglin wants to set up a campus-wide meeting with faculty and staff to brainstorm about retention.

Preparing Tomorrow's Teachers to use Technology (PT3) Grant--Thirty faculty will have completed the PT3 grant online course in each of the next three years. The course is also open to education majors and public school personnel. Technology needs must be submitted to the Council on Postsecondary Education (CPE) by October.

PAc-27, Tenure Review-- EVPAA Moore will meet with the Professional Policies Committee next week to discuss the PAc. The main objection on the part of the administration was the inability to hire a department chair or dean with tenure. EVPAA Moore indicated that he supports most of the changes, but found a couple of the "process" parts problematic.

A proposal will be put forward in a more formal format, but in the main, last year's search for a dean convinced the administration that having education and behavioral sciences in the same

college was a problem. Dean Berry is stepping down as Dean of Humanities, to become Dean of International Programs, so a search committee for a new Caudill College of Humanities (CCH) dean will be put together soon. It is possible behavioral and military sciences will go to the Humanities College.

Major Thompson asked if the increased out-of-state enrollment could be attributed to incentives such as in-state tuition for counties contiguous to Kentucky, which EVPAA Moore seemed to think entirely likely.

Senator Rogers raised the question of how CPE counts retention, to which EVPAA Moore explained that freshmen are tracked through three semesters (through the first semester of their sophomore year.) He spoke of a policy enacted in 1997 which reduced the number of semesters a student could spend on probation; he said he would like to see that policy rescinded, along with creating the infrastructure to support students through the third semester. Senator Haller said she would like to see some data about how successful the students are, and asked EVPAA Moore to include the Academic Standards and Appeals Committee in developing a tracking system. Senator Buck asked whether CPE has any basis for the numbers they project, and Senator Tuerk asked about students who go on to professional schools, and are not counted as our graduates. Dr. Moore said those students are only tracked in-state. He said the schools need to work with CPE on changing the definition of retention, providing the example of a student who stays out a semester then returns to school, which is fairly common at MSU. That student is not counted as a "retained" student.

In response to a question about engineering programs, Dr. Moore responded that engineering would be offered in the same way as the physician's assistant program, through UK or U of L.

## **Faculty Regent's Report**

No Report.

## **Old Business**

Wayne Willis and Lynne Fitzgerald presented Teacher Education Committee (TEC) Committee changes for a second reading.

Senator Buck questioned the membership as listed in Section 5. Wayne Willis responded that the membership structure was originally based on numbers of student teachers generated. Senator Knoll made the following motion: That Article IV, Section 5 of the proposed Teacher Education Committee by laws (page 4) be amended as follows: In the sentence beginning "The College of Education shall have one..." strike out: "two from ERSE and one member at large." and replace it with "one faculty member involved in preparing Early Education (P-5) teachers, one faculty member involved in preparing Middle School (5-9) teachers, and one faculty member involved in preparing special education teachers." Motion seconded and passed. Original motion passed with amendment.

## **COMMITTEE REPORTS**

## **Academic Policies**

James Knoll is chair, Tom Creahan is vice-chair/secretary.

## **Communications**

Clara Keyes is chair, Bill Thompson is vice-chair/secretary.

## **Evaluation**

Larry Keenan is chair, Eric Swank is vice-chair, Craig Tuerk is secretary.

## **Fiscal Affairs**

Roland Buck is chair, Don Applegate is vice-chair, Lesia Lennex is secretary.

## **Governance**

Dennis Karwatka is chair, Brent Rogers is vice-chair/secretary. Professional Policies --Ron Morrison is chair, Wretha Goodpaster is vice-chair/secretary.

## **New Business**

Nutter announced the appointment of Laradean Brown from HPER to replace Senator Grueninger for this semester. Her appointment was approved by the Senate.

An ad hoc committee has been constituted to address SACS issues. Senator Charlie Patrick will chair the committee, which will include chairs of the evaluation and governance committees Keenan and Karwatka, and Nutter. The Executive Council also recommended the inclusion of a dean and a department chair on the committee, and Dean Albert of the College of Business and Bruce Mattingly of Psychology were suggested. The Senate approved the make-up of the ad hoc committee.

## **Adjournment**

5:22 pm.

# ***Meeting Summary***

**September 21, 2000**

## **Call to Order**

Chair Carol Nutter called the meeting to order.

## **Minutes**

Minutes of the previous meeting were approved without changes, although Senator Biel voiced a complaint that the minutes do not reflect the agenda. It was stated that according to *Robert's Rules of Order*, the minutes need only show actions taken, but Senator Biel argued that is a minimum standard, and that according to the minutes, no committee reports were given and the Executive Vice-President for Academic Affairs (EVPAA) did not give a report. Chair Nutter commented that in the future minutes should at least note when reports were given. Several senators said they had not been notified minutes were available. The Communications Committee was asked to send e-mail reminders when minutes are posted. The minutes were passed.

## **Chair's Report**

Nutter reported two issues which have come up in Dean's Council discussions. On one issue it may be premature to comment, but there is a draft "Principles" document related to an alternative, i. e. non-tenure-track, career track for faculty. Mike Seelig will meet with the Executive Council to discuss the draft on Monday. Senator Buck denounced any such proposal, and Nutter urged him to come to Monday's meeting prepared to discuss the American Association of University Professors (AAUP) stand on non-tenure-track faculty hiring.

The other important issue is a visit from Jim Applegate, a representative of the Council on Postsecondary Education (CPE), who will be on campus October 26. Nutter announced a special Faculty Senate meeting will be held at 4:10 p.m. that day, with Applegate as the only agenda item, although it is the off-week for Senate. Nutter asked Dr. Moore to help locate a room for the meeting, expecting that many faculty will want to attend. Lynne Fitzgerald asked whether the meeting will be publicized. Nutter said there would be publicity, particularly since it is a special-called meeting.

Note: Reed Hall Auditorium (Room 419) has been scheduled for the special meeting.

## **Vice President's Report**

Dr. Moore reported that MSU, in conjunction with CPE, is sponsoring a statewide retention conference, to be held on campus November 13-14. A CPE meeting will be held the morning of November 13, with the conference following that afternoon and the next day. Dr. Moore expressed his hope that CPE would stay for the conference, which, he said, is open to everyone.

Dr. Moore also spoke about a state-funded project to work with elementary and middle school students and their parents in a four-county area in the MSU service region, to design programs specifically to encourage those students and their parents to start thinking about higher education.

In response to a question submitted to Dr. Moore, related to evaluation of department chairs. Dr. Moore responded that the system of PBSI for department chairs is "not terribly functional," but added that he expects department chairs to do very well, not just with faculty evaluations but from deans as well. If not, he said, the chair would be relieved of the position.

## **Faculty Regent's Report**

No Report.

## **Committee Reports**

Academic Policies--Chair James Knoll introduced a resolution presented for first reading, related to the calendar proposal, which Senator Creahan explained. A few questions related to the calendar came up, including whether MSU would continue alternating Fridays, whether some attempt would be made to align the calendar with public schools, and whether a fall break was considered. Senator Creahan responded to the questions, but referred the Senate to the documents posted on the Web. (<http://people.morehead-st.edu/fs/t.creahan/calendar.htm>)

Dr. Moore asked that the calendar committee think very seriously about the issue of a fall break, saying it is very difficult to deal with two potentially disruptive part-week breaks, since Thanksgiving also comes in the fall semester.

## **Communications**

Clara Keyes reported briefly on committee activities.

## **Evaluation**

No Report.

## **Fiscal Affairs**

Chair Roland Buck reported that Human Resources Director Roger Barker met with his committee September 14 and gave them an extensive briefing on the proposal to change the health insurance administrator to CHA. Senator Buck said Barker would have been happy to meet with Faculty Senate today but that all his staff were out of the office, and by the next Senate meeting the deed would have been done. Barker convinced the Fiscal Affairs Committee that the decision was a good one. Buck emphasized that he has no quarrel with the decision itself, but with the fact that the full Faculty Senate was not consulted before the decision was made. To that end he introduced a resolution for a first reading.

Note: resolutions from both the Academic Policies (calendar) and Fiscal Affairs (benefits) Committees are on the Web at <http://www.morehead-st.edu/units/facsenate/d-propose.html>

In the second part of his report, Senator Buck said the Employee Benefits Committee had met last Wednesday, and that the President's Cabinet was supposed to make a decision about



changing health care administrators that day. Dr. Moore indicated that CHA is now officially the MSU health insurance administrator. Buck said open enrollment is to begin October 31 and last about 30 days. Everyone will have to re-enroll. Barker will hold meetings to explain the situation. Buck gave some examples of health plans to be offered, and said Employee Benefits will meet again next Wednesday at 8:30.

## **Governance**

Chair Dennis Karwatka presented results of elections held in several colleges, which the Senate approved. He then presented Governance Committee selections to fill vacancies, which the Senate also approved. He reported that EVPAA Moore has asked for the establishment of a standing committee on assessment. He also spoke briefly about the reorganization of EBS and why the Governance Committee is concerned, quoting from the Faculty Senate Constitution. He said Governance will continue discussions with deans, department chairs, and others.

## **Professional Policies**

Chair Ron Morrison reported his committee had a productive meeting with Dr. Moore, regarding problems with PAc-27, Tenure Review, and that the committee will work on the section dealing with granting tenure upon hiring.

Morrison reported a newly-discovered problem with PAc-17, Sabbatical Leave of Absence. Apparently KTRS (Kentucky Teachers Retirement System) does not count a sabbatical leave as time in service, so that anyone who is on sabbatical is neither given credit for the time nor the financial contribution to their retirement. This is definitely contrary to the PAc. However, the policy has been in place at KTRS since the mid-70's, and anyone who has had a sabbatical in the recent past may also be faced with giving up service time.

The University is trying to communicate with KTRS, but President Eaglin, who attended the Senate meeting, said that prior to last year, MSU possibly did not report sabbaticals to KTRS. ECU, he noted, states in their sabbatical policy that successful applicants will lose a year of service. President Eaglin also indicated that he is not very optimistic that KTRS will bend on the issue. He said faculty granted sabbaticals for this year will be able to decide what they want to do, but the four from last year never had that option. Some questions arose related to other retirement plans such as TIAA-CREF, and President Eaglin explained that those other plans do not count years in service, only contributions, so there is no issue with those alternative plans. Senator Rogers asked if KTRS treats the sabbatical as unpaid leave, which is apparently the case. Senator Lennex explained that in the public schools, a sabbatical is unpaid leave.

## **New Business**

Chair Nutter expressed her appreciation to Dr. Eaglin for his attendance and asked for any new business. Senator Buck, as acting president of the local chapter of the American Association of University Professors (AAUP), invited all senators to an organizational meeting October 2 at 4:10 p.m. in Combs 210. He noted that AAUP has done some useful things in the past, and has a primary function of looking out for faculty interests.

Senator Keenan announced the Faculty Showcase recital would be that evening at 8 p.m.

The meeting was adjourned.

For comments about these minutes, please send e-mail to Clara Keyes ([c.keyes@morehead-st.edu](mailto:c.keyes@morehead-st.edu)).

## *Meeting Summary*

**October 5, 2000**

### **Call To Order**

Chair Carol Nutter called the meeting to order.

### **Minutes**

Minutes of the previous meeting were approved with the addition of reports and approval of committee assignments presented by Governance.

### **Chair's Report**

Nutter reported the "Alternative Career Track" came up again in Deans Council discussions. Seelig will work on the document and bring it back to Deans Council. There will be an opportunity for all interested faculty to discuss the issue.

Jim Applegate, a representative of the Council on Postsecondary Education (CPE), will be on campus. Nutter announced a special Faculty Senate meeting will be held at 4:10 p.m. October 26, Reed Hall Auditorium (Room 419), with Applegate as the only agenda item. Nutter said e-mail will be sent to all faculty, describing what CPE does and inviting them to the meeting.

### **Vice President's Report**

MSU is entitled to about \$751,000 from a CPE trust fund that provides money for equipment replacement. Dr. Moore worked with deans and department chairs to develop a list of equipment needs, which totalled about \$7.51 million. Priorities were set, including getting computer labs not on the replacement program on it. Some of these labs, such as two math labs, were funded with soft money, and need upgrades to be able to run software now available. Another big chunk of the money went to purchase equipment for the radiologic science department.

Another CPE trust fund will provide about \$1 million for faculty professional development. CPE will keep about \$100,000 for statewide development projects, and MSU will receive about \$70,000, which MSU will match at fifty cents to each dollar. Dr. Moore said as of July 1 MSU

should have about \$100,000 for faculty professional development, and that Larry Albert has agreed to serve as the coordinator of the new teaching/learning center. He suggested the possibility that some programs might be ready by spring.

Enrollment is now about 50 up, and we have met the budget enrollment; we should wind up about 100 over the estimate, but MSU still needs more students and will continue to concentrate on recruitment and retention.

On the subject of sabbaticals and KTRS (Kentucky Teachers Retirement System), Dr. Moore said MSU is negotiating with KTRS to work out an arrangement where faculty won't be penalized. The plan now is for MSU to help the faculty buy back the time. He said we may have to revise PAC-17, Sabbatical Leave of Absence, so that faculty can still have sabbaticals without being penalized. Apparently state law views a sabbatical as a vacation. Senator Patrick asked Dr. Moore to return to the topic of the trust funds, specifically whether these are to be recurring funds. Dr. Moore said the equipment fund is from a bond issue, but the faculty development money will be recurring to CPE, and could be passed along to MSU if CPE approves the program being developed. Senator Patrick asked what process was used to prioritize equipment purchases, stating that the Planning Committee had developed an elaborate process for determining needs. Dr. Moore replied that because of time constraints imposed by CPE, a simpler process was followed: existing equipment needs lists (developed by departments and treated much in the same way as capital construction requests) were sent back to deans who were to determine if the requests were still valid. Dr. Moore wanted to put all computers on the replacement program, but Vice-President for Administrative and Fiscal Affairs Porter Dailey indicated the cost for that would be too high, so about 90 computers were added to the replacement program. Dr. Moore then went back to the lists which the deans had reviewed and prioritized.

Senator Patrick commented that one SACS suggestion was to tie the budget process more closely with the planning process. Dr. Moore commented that Angie Martin had been positioned to link the budget and planning processes.

## **COMMITTEE REPORTS**

### **Academic Policies**

The issues of moving the date for withdrawal and academic bankruptcy came before the Undergraduate Curriculum Committee, who approved the measure on academic bankruptcy but not that of a later withdrawal date. Senator Knoll expects the issue will come next to Academic Policies, then to the full Senate.

The second reading of the calendar resolution came up, with comments on options for a "fall break." Senator Creahan said that issue had a "weaker consensus" than any other part of the calendar framework. Senator Cain had polled his faculty, who argued against a Monday-Tuesday fall break, on the grounds it created a disruption of their lab schedules. Senator Cain proposed giving up the Labor Day holiday as one way to even the schedule. This was declined as a

friendly amendment, and Chair Nutter reminded the Senate the resolution is to support recommendation of a framework for creating a calendar, not the calendar itself.

Note: resolutions from both the Academic Policies (calendar) and Fiscal Affairs (benefits) Committees are on the Web in the [Faculty Senate Archive](#).

Senator Patrick urged the Senate to put our ideas in writing in the form of motions, and move the meeting along. Senator Buck made a motion to recommend points one through six, excluding the fourth (regarding fall break) on which we take no position. Academic Policies accepted this as a friendly amendment, and the resolution passed.

## **Communications**

No Report.

## **Evaluation**

Senator Keenan reported the committee is updating the 1996 facilities survey. Senator Turner has met with Physical Plant director Joe Planck. The committee plans to send out a survey to all faculty, asking them to identify problems, concentrating on the physical work environment and prioritizing concerns. He said the committee welcomes any input.

## **Fiscal Affairs**

The resolution on Employee Benefits passed unanimously. In a follow-up on the new insurance plans, Senator Buck said the Employee Benefits Committee had recommended the University contribute \$210 per employee, to off-set higher premium costs. Senator Buck also reported that other than enhancements in the three existing plans, the other changes to expect will be increased co-payments for specialist visits and prescriptions.

Chair Nutter referred to an FAQ about the plan posted on the Human Resources web site, at <http://www.morehead-st.edu/units/hr/qa.htm> . She also commented that higher co-pays, for example for the "third tier" prescriptions, could help keep premiums down. Senator Buck responded to a question about why the plan will cost more with the comment that it would have cost more under the old administrator as well. It was also pointed out that CHA at the school district level has preferred pharmacies. Senator Buck said he would look into that. Senator Morrison asked whether MSU will continue to pay for the wellness center assessment, to which Dr. Moore responded yes, that the fee is built into the budget.

Note: resolutions from both the Academic Policies (calendar) and Fiscal Affairs (benefits) Committees are on the Web in the [Faculty Senate Archive](#).

## **Governance**

The following committee nominations were presented and passed by the Senate: Graduate Committee, C. Steven Hunt; Research and Creative Productions, Mark Blankenbuehler; Library Committee, Eric Jerde.

## **Professional Policies**

Senator Ron Morrison reported his committee hopes to finish PAc-27, Tenure Review, by October 12.

Chair Nutter reminded everyone that attendance requirements apply to committees as well as to senate meetings, and that three absences in a row will result in being dismissed from the Senate.

## **Adjournment**

The meeting was adjourned.

# ***Meeting Summary***

**October 19, 2000**

## **Call to Order**

Chair-elect Ronald Morrison called the meeting to order in the absence of the Chair.

## **Minutes**

Minutes of the previous meeting were approved with amendments.

## **Chair's Report**

Morrison attended the Dean's Council meeting, and made the following report: a large number of mid-term grades have not been reported, and show up as IP. Mid-term grades are very important in the retention program.

The Faculty Development Trust Fund reported by Dr. Moore at the October 5 meeting will not require matching funds.

Some departments are not represented at "Meet MSU Nights," recruiting efforts held throughout the service area.

Dr. Morrison said there was no further mention of the Faculty Alternative Career Track, but he had done some research in his own department. He showed that in English, Foreign Language, and Philosophy (EFLP), about half the credit hours are generated by tenured or tenure track

faculty, and the other half by fixed-term or part-time faculty. Taking only the English faculty, the percentage of credit hours generated by tenured/tenure track faculty falls to 42%, while the other 58% come from fixed-term and part-time faculty. He said that includes some developmental classes and several sections of MSU 101. He said the effort from the Dean's Council had been to make instructors full-time continuing, rather than fixed-term appointments. Morrison expressed an interest in exploring alternatives, so that the faculty could solve this faculty problem.

Senator Rogers raised the question of why it should be considered a faculty problem. Morrison responded that in his department, there is a 60-40 split between tenured/tenure track faculty and fixed-term/part-time faculty. That means that 40% of the faculty can't serve on Senate, can't be on committees, can't take part in "Meet MSU Nights." It also means that only 60% of the faculty who, for example, do department chair evaluations, are tenure track. Morrison pointed out that AAUP has a stand on number of credit hours generated by non-tenure-track faculty. Senator Patrick voiced his view that the administration is leaning in the wrong direction; instead of looking to make instructor appointments continuing, they should be adding more tenure track positions. The Senate should stand up and fight, and avoid the situation that occurred several years ago when the University was sanctioned by AAUP, and a group of people, some good people, he stressed, were tenured with no peer review.

Regent Fitzgerald said we need data, and need to draft a resolution based on data. Senator Eacker expressed a view that resolutions seem to be handily ignored. Senator Cain suggested we get a handle on developmental classes, and find out how many college credit hours are being taught by non-tenure-track faculty.

Senator Morrison asked recommendations be sent to him at [r.morris@morehead-st.edu](mailto:r.morris@morehead-st.edu)

Senator Creahan asked whether changing the status of instructors to continuing wouldn't require a change in PAC-1, Definition of Academic Titles, which would have to come through the Senate. He suggested there might be a compromise position. Senator Patrick said the last time the Senate was asked to change PAC-1, Definition of Academic Titles, the faculty came out strongly against it, and the effort stopped there. Senator Eacker pointed out that students have problems with uneven teaching as well.

## **COMMITTEE REPORTS**

### **Academic Policies**

Senator Creahan presented a resolution regarding changing the drop date for a first reading. Text of the resolution should be available in the [Faculty Senate Archives](#).

Senator Patrick asked Academic Policies to look into the content of MSU 101. He was troubled by his freshmen students not knowing what check sheets are, and is concerned MSU 101 is skimping on academic information.

### **Communications**

Senator Keyes reported that the Library Committee has approved a "Code of Patron Behavior" which includes a policy for unattended children. She said children under 10 must be accompanied by someone at least 16 years old, and those aged 10-13 must have parental permission on file at the library. She said permission forms would be available on the web.

## **Evaluation**

The committee is working on their instrument.

## **Governance**

One nomination, John Maingi, HUM, for Research and Creative Productions. The nomination was approved.

## **Professional Policies**

PAC-27 should be ready for presentation at the November 2 meeting.

Senator Rogers asked whether everyone had received their benefits package. All were reminded the next meeting would be October 26.

## **Adjournment**

The meeting was adjourned.

# ***Meeting Summary***

**November 2, 2000**

## **Call To Order**

Chair Carol Nutter called the meeting to order.

## **Minutes**

Official minutes were amended to show Senator Hunt was present.

## **Chair's Report**

Chair Nutter reported a resolution which came out of the Fiscal Affairs Committee, related to the Faculty Senate being informed regarding major changes in benefits, came back from the President with his concurrence. Nutter introduced Bonnie Eaglin, Ken Sexton, and Roger Barker, who were invited to Faculty Senate to present a "civility initiative," a broad-based loosely

organized group attempting to raise the collective campus expectation about individuals' personal rights to courtesy and even-handed treatment. Ken Sexton distributed hand-outs, inviting all interested faculty to become involved. Roger Barker solicited ideas for giving recognition to staff, based on the "Random Acts of Kindness" campaign of a few years ago. He said the civility movement will have a web page and an e-mail address.

Nutter presented a resolution from Executive Council commending the administration for raising the university contribution to the health insurance premium. The resolution was approved unanimously.

Nutter turned the floor over to President Eaglin, who thanked the Senate for the commendation. He spoke briefly of the civility movement, giving examples of some steps Mrs. Eaglin has taken to assist students, emphasizing that it does make a difference to the students. He then went on to speak of the health insurance premium contribution. The Employee Benefits Committee has representatives from all EEOC categories, and through them Dr. Eaglin became aware that some of the lowest paid employees don't use the health insurance benefit because they can't afford the co-pay or deductibles. He said increasing the University contribution to \$170 would have covered the premium increase, but those lower-paid employees would still have trouble with family policy contribution and co-pays. Dr. Eaglin asked the budget office what it would take to get a 5% salary pool. He said he still hopes to have a 5% salary pool, after expending about \$840,000 for the increased health insurance contribution. He said it was a value judgement to apply that money to the premium, rather than giving it in raises.

Dr. Eaglin called for questions. Senator Yess asked about the new benchmark institutions, and whether MSU faculty salaries are below those peers. Dr. Eaglin replied "yes" and went on to say the benchmarks list had been developed with negotiations from MSU on "what we thought we needed;" many of those institutions are from Pennsylvania, which is heavily unionized; and salaries are not used for benchmarking purposes.

Senator Yess asked whether the same disparity exists in administrative positions. Dr. Eaglin said they can find out, and Senator Yess expressed his interest in the answer. Dr. Eaglin said he expects he would be "at the high end" but would not expect deans or vice-presidents to be out of line with the benchmarks.

Senator Morrison asked about the program to boost salaries to CUPA standards. Dr. Eaglin replied that the University has lost a lot of highly paid faculty in the past five years, that time-in-service has dropped seven years, which has an effect on the overall salary level.

Senator Jaisingh commented that he had just received his check from KTRS for his sabbatical year. Dr. Eaglin called the KTRS position on sabbaticals "unconscionable" and said MSU will pay the time back of the 8 or 9 individuals involved. He suggested we change the name of sabbatical leave to something else. In closing, Dr. Eaglin thanked the Senate for the time we spend and the work we do.

## **Vice-president's Report**



Dr. Moore thanked Senators for their participation in the meeting with Council on Post-secondary Education (CPE) representative Jim Applegate. He said many of the questions posed at the Senate meeting came up in other sessions Applegate attended; he also said it is the first time the new council has made an effort to get to the campuses. He expects Mr. Applegate will get back to him with a summary report on issues raised.

A formal announcement will be made in the next week concerning Larry Albert's assignment as director of the new Center for Teaching and Learning, a faculty development program set to begin in the spring semester. The Center has grown out of a Carnegie grant for scholarship in teaching. There will be a direct working relationship between the Center and the Faculty Senate through the Professional Development Committee. A major effort will be to develop a proposal for the \$70,000 CPE Trust Fund for faculty development.

Dr. Moore announced two new programs, one in computer science and the other an associate degree program in respiratory therapy, a collaboration between MSU, Rowan Technical College and Maysville and Ashland Community Colleges.

Enrollment is officially up 106 over last year. In-state enrollment is down significantly, but out-of-state enrollment increased enough to show a net gain. Senator Tuerk asked whether expanding the state boundary by offering in-state tuition to more counties in bordering states affected enrollment, to which Dr. Moore replied affirmatively. Dr. Moore said the goal now is to retain these students, to help them be successful.

Senator Buck asked why the CPE rep did not justify the target enrollment and retention numbers. Dr. Moore has asked the same question. Apparently the numbers were originally set as a goal, which Dr. Moore was quick to say may have been a goal to shoot for, but was not a realistic goal for which to be held accountable.

## **Regent's Report**

No Report.

## **COMMITTEE REPORTS**

### **Academic Policies**

A resolution regarding changing the drop date was brought forward for a second reading. Dr. Moore said if it were approved as written, he would not send it forward with his endorsement. Discussion of the resolution followed, with several Senators questioning how changing the drop date would affect retention; others expressed concern that the final statement of the resolution, dealing with creating a new drop form requiring the instructor's signature added more bureaucracy to an already overburdened system. Some suggestions related to creating a two-tiered drop system could be more beneficial to students. Senator Keenan moved to send the resolution back to the committee. Senator Buck seconded the motion, which passed.

## **Communications**

No Report.

## **Evaluation**

No Report.

## **Fiscal Affairs**

The committee will meet in the next week to work on a resolution for a 5% salary pool.

## **Governance**

No Report.

## **Professional Policies**

Senator Morrison introduced PAc-27, Tenure Review, for the first reading. He provided a summary of changes from the document which the Faculty Senate approved last April. After a flurry of questions and comments about the PAc, Chair Nutter reminded the Senate that there is no debate on a first reading, and only questions for clarification should be asked.

Note: [PAc-27](#) can be viewed in Adobe format.

## **Announcements**

Chair Nutter announced a forthcoming library focus group on Kentucky Virtual Library (KYVL) databases.

Dr. Moore announced that the Calendar Committee's recommendation, along with the related Faculty Senate resolution, has been forwarded to the Registrar, who is using the guidelines to set up a template for the next three years, excluding the fall break.

## **Adjournment**

Motion to adjourn was made and seconded. The meeting was adjourned.

# ***Meeting Minutes***

**November 16, 2000**

## **Call to Order**

4:12 pm; Riggle Room; ADUC.

## **Senators Absent**

Laradean Brown, Mattie Burton, Dale Dickson, and Dennis Karwatka.

## **Consideration of Minutes**

Approved as distributed.

## **Chair's Report**

Report given.

## **Vice-President's Report**

Report given.

## **Faculty Regent's Report**

No Report.

## **COMMITTEE REPORTS**

### **Academic Policies**

No Report.

### **Communications**

Adobe software surveys distributed.

### **Evaluation**

Draft of Faculty Facilities Survey.

### **Fiscal Affairs**

Resolution on Faculty Salaries presented for a first reading.

### **Governance**

The following committee nominations were approved: Undergraduate Curriculum Committee - Joseph Akpan, EBS; Professional Development Committee - William Grise, S&T; Tenure Committee - Brian Reeder, S&T (Spring Semester only to replace Ben Malphrus).

### **Professional Policies**

Pac-27: Tenure Review was presented for a second reading.

The following amends were made:

1. Senator Eisenhower made the following friendly amendment: in line 26 put the word 'hom?? in front of department. Not accepted as friendly amendment. Withdrew.
2. Senator Eisenhower made the following motion: line 24 place the word 'home' between academic department. Motion seconded and passed.
3. Senator Creahan made the following friendly amendment: delete everything within the parenthesis on lines 24 and 25. Not accepted.
4. Senator Crehan made the following motion: Strike parenthetical phrase on line 24 and 25, and add at the end of line 28 the following: Faculty with joint appointments will participate in evaluation and tendure decisions in the department in which they will be evaluated. For purposes of Faculty evalution and tenure, IRAPP will be treated as a department. Motion seconded and passed.
5. Senator Buck made the following friendly amendment: Move the last sentence in the second paragraph and make it the second sentence in that same paragraph. Motion accepted.
6. Senator Keenan made the following friendly amendment: place the word 'or' before previously on line 85. Not accepted.
7. Senator Creahan made the following friendly amendment: on line 85: drop everything after exceptional credentials. Not accepted.
8. Senator Creahan made the following motion: on line 85 after exceptional credentials drop the rest of the sentence. Seconded and failed.
9. Senator Keenan moved to remove the entire secon beginning with line 84 anrd running through 123. Seconded and failed.
10. Senator Buck made the following friendly amendment: line 86 to read: tenure at another accredited institution. Not accepted.
11. Senator Buck made the following motion: in lines 85-88 replace 'and previously acquired tenure' with 'and who has previously acquired tenure at an accredited four-year college or university'. Motion seconded and passed.
12. Senator Caric made the following friendly amendment: line 145 change Department for College Dean. Not  
  
accepted.
13. Senator Caric made the following motion: line 132 after the word committee add 'and the tenure committee for the appropriate academic department'. Motion seconded and failed.
14. Senator Patrick made the following friendly amendment to Senator Caric's motion: move that statement to line 145. Not accepted.
15. Senator Buck made the following motion: on line 145 add "and department" at the end of the sentence. Motion seconded unanimously passed.

## Adjournment

6:00 pm.