

The 9<sup>th</sup> meeting of the Faculty Senate (FS) occurred on Thursday, February 6<sup>th</sup> at 3:45pm in ADUC 326.

**Attachments to this meeting are available under Meeting Documents on the MSU Faculty Senate Blackboard shell:**

- Minutes from FS Meeting January 30, 2020
- Resolution – Remove standing committee Planning – 1<sup>st</sup> reading
- Resolution – Suspend UAR 137.03 Faculty Salary Plan – 1<sup>st</sup> reading
- Augmenting Austerity-Open Forum (Adams and Grupe)

Chair Lennex made the following announcements:

- Be sure to complete the *Advisor Training Preference Survey* (from IR) Jan 27 through Feb 10. Contact Michelle Barber if you did not receive this survey.
- Human Resources is in process of revising the PAR process, Human Resource (HR) website and policies posting. If you have suggestions for revisions please send to HR Director Harold Nally.
- The timeline to announce an incoming Provost is expected to be soon.
- The timeline to announce incoming Deans for COE and CCAHSS is March 13<sup>th</sup>.

**President's Report**

No report

**Provost's Report**

Provost Albert provided an update on Gray Associates project. The workshop has been set for March 19-20<sup>th</sup>. Albert informed the FS that he is conducting several tasks prior to the Workshop. Some of these tasks include:

- He will be involved in conducting interviews looking at the campus culture.
- There will be 6 “navigators” appointed who will be running the Gray platform during day 2 of the Workshop. The Provost is working to figure out who these people should be because they will be getting training prior to the workshop.
- There will be a scoring calibration session before the workshop. The purpose of this is to get agreement on how the program scoring parameters will be set up. Day 1 is going to be a day where participants are predominantly reviewing the data and new program opportunities. Day 2 will consist of break outs in (maybe 6) groups to determine preliminary discussions regarding the 4 areas of program review (new, grow, sustain, or sunset).
- MSU is expected to submit a report to CPE by June 30<sup>th</sup> that explains how we went about the process of program review on our campus including the metrics from Gray Associates as well as what we identified regarding programs (new, grow, sustain, or sunset). CPE is looking at the Gray Associate component as a complement to MSU’s program review process, so the Provost will be evaluating how we will be conducting our own program review. HE will be working with IR for creation of a template approach. The Provost would like to see this process complete prior to the faculty

leaving for summer.

Senator Grupe reflected on the timeline for the implementation of the program review. Provost Albert concurred all work would be done with the new Provost over the next year.

**Open Forum:** Dirk Grupe & Annie Adams presented a powerpoint titled: Augmenting Austerity: Incentivizing Increased Revenue Streams. The powerpoint is available on FS BB. The intention of the presentation by Grupe and Adams was to provide ideas for incentivizing MSU revenue streams. The primary methods presented today were athletic ticket sales and grants.

As far as athletic ticket sales, Regent Adams encouraged athletics to increase income by 20% over the next fiscal year through improved marketing strategies such as cross promotion and product bundling. Adams indicated that with increased ticket sales community partnerships and interest in programs at MSU would build campus/community outreach.

Senator Grupe talked about incentivizing grants. There are available resources for grant writing and grant implementation on campus, however we don't always take advantage of those resources. Grupe encouraged senators to look at things we are already doing and incentivize that. Funding needs to be encouraged as a whole, while making sure to prioritize the opportunities.

In a discussion about athletics, Senator Chen asked if FS had considered working with the Athletic Director? Regent Adams indicated that in fact she had talked with Director Jamie Gordon and he had indicated an interest in working on this with FS. Chair Lennex noted that she invited Gordon to this meeting, or others, and he does want to attend FS to share ideas.

Regarding Grants, Senator Fultz indicated there was concern about the fact that a lot of grants have release time attached. In his time at MSU, he said that he had never seen grant money used to hire adjuncts. Provost Albert asked if FS thought that this was due to the inability of departments to find qualified adjuncts? Senator Fultz said that it had been his experience that adjuncts were never sought. Senator Hail chimed in that while he was at IRAPP, he used to receive release time, but not now in his new position. Hail said that there was a need to look at policies and FEPS that support release time written in to grants. Senator Tuerk cautioned that the adjunct philosophy is to plug someone in as needed. In fact, release time can put a burden on students as well as faculty. Some adjuncts just don't meet the needs. Senator Hill noted that release time was a requirement of an NIH grant awarded to Katy Carlson. In this particular case, it could be used to hire post-doc faculty.

Dr. Henson, in attendance as a guest to assist with the discussion on grants, told the FS that if there was anything we can do at Institutional Research and Sponsored Programs please let us know. He commented that he was very appreciative of the discussion and noted that collaborative research is the current trend right now—he can help!

**Faculty Regent's Report:** Regent Adams

The Board of Regents (BOR) haven't met recently, the next meeting is on February 27<sup>th</sup>.

**Staff Congress Report-** Shana Savard-Hogge

Chair Savard-Hogge reported that there were a lot of ad hoc committee meetings happening. She felt that they were about a month away from a report on student employment efficiencies. Also, committees were working on supervisor training and evaluations. A committee was created to look at staff evaluations and will be chaired by Senator David Long.

Savard-Hogge signified that she wanted to weigh in on the previous grants conversation by observing that we do get grants, but there seems to be a larger issue with what happens once the money gets here. The process to get things like adjunct faculty, students' workers, etc. is faulty. Hopefully the new administrators we are hiring will rectify that. Her experience in Post-award

Senator White commented that it was very difficult to be a granted research faculty here at MSU. It would be really nice to get groups together who know the ropes and could help assist research faculty. His thoughts resulted in Chair Lennex proposing that FS possibly an Ad hoc group coming from FS EC. More to come.

**General Education Revision Implementation Report—** Regent Adams

According to Adams, the committee met Monday and are continuing their work on rubrics. Next up is getting people to review those, particularly the people who will be most likely using the rubrics.

**General Education Report**

No report.

**FS Committee Reports**

*Academic Issues-* Chair Grupe.

Grupe announced that the committee will meet next week to continue discussing curriculum change documents.

*Evaluation-* Chair Long

Long stated that the evaluation committee was (is) making continuous and steady progress on the Deans job description and evaluation. The committee is meeting next week and the survey should be in place soon.

*Faculty Welfare & Concerns-* Chair Sharp

Sharp provided the context for discussion on a resolution to suspend UAR 137.03 Faculty Salary Plan. This was a 1<sup>st</sup> reading, therefore amendments were recommended to be sent to Sharp next week.

Senator Chen provided some clarification and examples of how the current faculty salary plan affects faculty. Senator Kmetz asked why suspending UAR 137.03 was temporary? Sharp replied that this thought was in line with in taking into consideration the MSU budget situation. While the committee was not discounting the need for Faculty evaluation, there needs to a better way to evaluate faculty during the time of budgetary difficulties. Senator Kmetz said that the principles are flawed and in the cost of living versus performance should be considered when the UAR is re-activated. Gender equity and salary compression should also be considered. Reminder: this was a 1<sup>st</sup> reading, amendments were welcomed. Send via email to Chair Sharp. The Resolution can be found on the FS BB page.

*Governance- Chair Graves*

Graves presented a resolution to abolish the standing committee Planning. This was a 1<sup>st</sup> reading and elicited little, if no, discussion. Amendments were requested sent to Graves. The resolution is available on the FS BB page. The committee will return to the FYS Committee proposal next meeting.

Chair Lennex reminded FS that the Faculty Regent forum will be Wednesday February 26<sup>th</sup> at 3:00pm in the Little Theater in ADUC. Materials are available on the FS BB site.

**Next FS meeting:** Thursday February 20, 2020 at 3:45pm in ADUC 326. Everyone is welcome.

**Submitted by:**

Jenny Dearden, 2019-2020 Faculty Senate Communications Officer