

Faculty Senate Communications Report
February 16, 2023

This week's Faculty Senate meeting began with an appearance by University President Jay Morgan. He talked to us about the compensation plan, which was intended to address two clear problems. First, a lag in salaries and compensation. But also, there was a lack of raises that occurred between about 2013/14 and 2017/18. They are trying to go back to catch up with those missing raises. Also, they are trying to change our cycle of when raises occur, to push them so that the cycle begins in the Fall, rather than in February. President Morgan then turned to the Provost search. He said that there was not enough time to generate a decent nationwide search that would get a good assortment of candidates.

Faculty Senate President Long asked senators to gather feedback from the faculty and reported that 60-70% of the responses were in favor of an interim Provost followed by a nationwide search. Senator Hare observed that his constituents were much the same as President Long's assessment but would also really like to see a permanent hire for Dean. Senator White also said that his constituents preferred an external search but would be satisfied with an internal interim. Senators Brigham and Pringle said that their constituents prefer stability that would come with an internal permanent hire. Regent Adams suggests that we do a formal survey of the faculty to see what they think – this is not commented on. *But, of course, President Long sent one out after the meeting.* Senator Morrison asked President Morgan about a hiring plan. President Morgan says that there is a sort of “guiding rationale” for hiring. They look at the complexion of departments (that is, who might be leaving in the near future), our diversity plan, state metrics, and student credit hours.

There then was a lot of confusion about why the university is involved in the Optional Retirement Plan decision. President Morgan isn't entirely sure, so Senator Brigham attempts to explain, saying “The university needs to keep up with best practices of the time” and that these “evolve over time.” But he also suggests that anyone with questions could email benefits@msu to get more information, including a “script” to pass on to constituents.

The Provost spoke after this point. The only thing he talked about was that CPE is hosting an open education resource set of session in a couple weeks. Regent Adams then asked, point blank, if the Provost felt that the Caudill College was going to survive – primarily since we have a lot of interims (and one of those interim Associate Deans is the only faculty member for Philosophy). The Provost says that yes! Caudill will survive. Provost Norman has gotten assurances from President Morgan that the philosophy position will remain (as tenure track) when Scott Davison retires. Senator Brigham chimes in to ask if, in the new Provost search, priority could be given to female candidates. The Provost is staying out of that search, so cannot make any promises. Senator Hare followed up the discussion of Caudill College to ask if there could be an improvement of communication with regards to informing faculty about hiring processes. The Provost promised to talk to Senator Hare about this issue in their upcoming meeting.

The Regent only updated that the Board of Regents meeting is going to be held 2/23 and to remind everyone to vote in the Faculty Regent Election (and that Joyce Stubbs could be the strong female leadership that is apparently very desirable to some senators).

Senator Chatham updated us on both the Academic Issues Subcommittee and on the General Education Council meeting. At GEC, they created three teams – revising the websites, revising the program, and something else that he wasn't entirely sure what they did. They also updated about the FYS committee's progress on making an instructor evaluation process. Finally, they talked about activities for the Day of Service. If anyone has any ideas for revising the General education program, talk to Doug! As for Academic Issues, they are in support of Regent Adams' proposal with regards to the syllabus checklist. The Administration is assuring them that the work is being done. They are also continuing work on the Online Teaching Guide. They are waiting to see what word comes down from the higher ups about Artificial Intelligence.

The evaluation committee is looking at the by-laws to assess the next steps, but that it will likely concern the annual evaluations that tenure track faculty have to do. They also have made big progress on the Dean's evaluation.

Faculty Welfare and Concerns, as usually, has been doing overtime to get things done. For starters, they are making progress on PAc 27 and have ideas on how to move forward. For PAc 17, there have been negotiations made about the wording changes. We did a second reading of PAc 5; there were no further changes after the first reading. An issue comes up with the wording of the "regular working hours" as 8-5, M-F. Do we actually work those hours? Apparently, this wording comes straight from HR. Faculty have very flexible schedules, but when talking about consulting, we needed to have some kind of guidelines. The new language ends up passing.

Finally, we talked about PAc3, which is about emeritus faculty. They have added a section in the "privileges" discussion to include "able to use id card, email, and laptop." There are some issues with regard to IT and using Microsoft suite and the library online stuff. With regards to the library, the licenses don't usually cover emeritus, but all they really regulate is whether or not you have an eagle account/campus email. So, no one really would notice if emeritus were using the library. Senators White and Morrison observe that emeritus faculty cannot currently use the rec center without paying a fee, even though their IDs should grant them access. Senator Hare is going to look into it. Any other concerns about this PAc should be sent to Senator Hare.

Finally, in governance, Amanda Skidmore was elected as an at-large member of the Level Up committee. We also had a reminder about the Regent Elections and the Committee Preference Survey (both of which opened on February 27).

As a point of new business, Senator Lennex listed 10 departments that have Faculty Senators serving terms that end in the same year. Governance would prefer that the Senators have staggered terms, so we don't have two new people coming on from each department at the same time. Please go back to your departments to change this to have one senator go an extra year so there is a clearer rotation. The departments include: Art; Communication, Media,

and Languages; HPIL; Music, Theatre and Dance; Computer Science and Electronics; Management and Marketing; FGSE; Mathematics; KHIS; and Library.