

**MSU Faculty Senate
December 2021 Minutes**

The 2021-2022 MSU Faculty Senate met at 3:00 PM on December 9, 2021 via Zoom.

Senators present:

Andrea Bennett, Charles Bultena, Sarah Cobb, Eduardo Colmenares-Diaz, Mary Draper, Catherine Gaharan, Leah Gose, Timothy Hinchman, Tina Johnson, Erica Judie, Tammy Kurszewski, Marcos Lopez, Christina McIntyre, Kelly Medellin, Karen Moriarty, Kimberly Onstott, Michael Olson, Morgan Page, Jon Price, John Schulze, Beverly Stiles, Chris Vivio, Rebecca Young, Tiffany Ziegler

Guests:

Guests: Martin Camacho, Ruben Gonzalez, Jennifer Anderson

Call to order: 3:01 PM

Housekeeping:

- Dr. Beverly Stiles made a motion to approve the November minutes and Dr. Sarah Cobb seconded. Approval unanimous.
- Dr. Moriarty recommended that our guests be moved up in the agenda so that they could address their items at the beginning of the meeting. There were no objections.

New Business

1. Policy Reviews and Approval

- OP 02.38 Emeritus Appointments – Dr. Camacho
Dr. Camacho presented policy OP 02.38 Emeritus Appointments and stated this policy was revised to meet TTU Regents' Rules. The major change is that faculty seeking emeritus status must have a minimum rank of Associate Professor.
- Dr. Camacho noted that several policies will be revised to follow guidance from the TTU system. The administration would like the flow and review of the new policies and policy changes to be as transparent as possible. Dr. Camacho reported that the new policy review and approval process will permit appropriate feedback early during the revision and/or development stage rather than during the final approval stage.

2. Revised Annual Personal Report – Dr. Camacho

- Dr. Camacho also presented revisions to the Annual Personal Report. These revisions reflect the Tenure and Promotion (T&P) Policy that was recently revised and approved. One of the major changes to the APR was the addition of areas to address diversity, equity, and inclusion (DEI) policies at MSU.
- Morgan Page asked if you are already supporting DEI policies in your curriculum, should you simply make note of the ways you are engaging in DEI aspects in your teaching in your annual review. Dr. Camacho said, yes. She also asked if the new guidelines regarding student and faculty engagement outside of class will be measured in some way and if so, how. Dr. Camacho explained that a new

category was added to course design that is labeled “outside of classroom activities” and examples of outside of classroom engagement can be clarified with guidance from your college T&P guidelines. Examples of outside classroom activities may change slightly from department to department but will likely have a lot of overlap.

- Dr. Bultena asked if this is a “heads up” reflecting that this policy is being instated immediately or if there will be further review. Dr. Camacho said he’d like feedback from faculty senate to take back to the Deans. Dr. Bultena replied that the new T&P guidelines are driving current review of his college T&P guidelines. Dr. Camacho responded that all colleges will most likely make revisions to their college-specific T&P guidelines.
 - Dr. Moriarty said that she felt the supporting documentation that was sent out with the T&P revisions was very helpful and easy to follow.
- 3. Enrollment and Retention Task Force Recommendations – Drs. Camacho and Marcy Brown-Marsden**
- Dr. Brown-Marsden explained that she and Dr. Garrison are co-chairs of the Retention Sub-Committee and they are proposing recommendations for faculty to use D2L to assist with retention. She shared a document (task map) with actionable plans for Fall 22 (3.1), Fall 23 (3.2), and 2023 and beyond (3.3). The purpose of these recommendations is to utilize technology we already have in place at MSU to improve communication between faculty and students. Students serving on the sub-committee requested that faculty use D2L for ALL classes with at least a minimum commitment of posting syllabi, course schedules, and centralizing links to textbooks and digital resources. Students would also like for communication regarding the course be done through D2L so it is archived for referral later. It is also best to use the gradebook within D2L as well. Students should receive training on how to use D2L.
 - Dr. Sarah Cobb asked if the recommendation is based on data that other universities are gathering on the use of D2L. Dr. Brown-Marsden explained that some data is anecdotal, and observation based. Dr. Camacho mentioned that use of D2L and similar LMS are and have been used by peer institutions for over a decade with positive impacts.
- 4. End-of-Course Evaluations – Dr. Moriarty**
- Dr. Moriarty reminded faculty that in Fall 2020, all course of evaluations were delivered online due to COVID and the response rate was 44%. The response rate for evaluations delivered in person was 65%. A discussion of whether or not we should revisit our course evaluation delivery was put forth. Dr. Andrea Bennett mentioned that the SPOT system was used at UNT and it provided a link for each course showing you what your response rate was right away. It also allowed her to add questions. She could also provide extra credit for participation in course evaluations. Dr. Moriarty explained that there is debate on incentivizing participation in course evaluations. Dr. Judie said that it would be best if our course evaluations were linked in D2L in the news feed. Dr. Moriarty said she would meet with the Distance Education department to see what we can do to make the evaluations more accessible in D2L.

5. Faculty Senate Vacancy (Morgan Page's vacated position)
 - Dr. Sernoe (Interim Dean for COFA) will hold an election for the faculty senate vacancy at the first college meeting in January.
6. Election of Secretary for Faculty Senate
 - Dr. Ziegler nominated Dr. Mary Draper for Secretary and Dr. Beverly Stiles seconded the nomination. Dr. Mary Draper was unanimously approved for Secretary.

Current Business:

1. **Update on Covid: Dr. Moriarty**
 - As of today (12/9/21), there is a 14.5% positivity rate in Wichita Falls compared 5.8% in Texas. We'd like to see the positivity rate under 10%. The new variant, Omicron, will most likely create a 4th surge. Thankfully thus far, symptoms seem mild with this variant. Only 47.1% of Wichita Falls is vaccinated.
2. **Parking for December 2021 Commencement**
 - December 11th at Kay Yeager Coliseum
 - Parking for commencement was discussed. Senators were encouraged to remind faculty to go early due to parking concerns. Dr. Moriarty informed the Faculty Senate that there will be parking at the Bridwell Ag Center and trolley available. Dr. Bultena pointed out there is a bridge from Bridwell to Kay Yeager as well.
3. **Values Journey: "People-centered, integrity, visionary, community, connections"**
 - Values Journey – Phase One complete, Town Halls are done. A rough draft of a Field Guide (Putting Values into Action) is being developed, hoping to be released soon.
4. **MSU "Powered by Us" Campaign – Dr. Jennifer Anderson**
 - We are at 37% with the faculty/staff contribution campaign. Last year at this time, we were at 51%. It doesn't matter how much you give, what matters is that you give. Greater participation helps us when we ask our legislators for money and we are seen in a positive light. Encourage everyone in your department to give.

Unfinished Business:

1. **Faculty Focus Survey (follow-ups) – Dr. Moriarty**
 - MSU Lecturer Pay: Dr. Moriarty met with Dr. Camacho to discuss our MSU lecturer pay. Our current salary for that position is \$40,000 and that is concerning because it is \$2,000 less than Vernon College offers. Dr. Camacho clarified that workload requirements between Vernon College and MSU Texas differ thus justifying the pay difference.
 - **Cost of Living Raises:** Cost of living concerns were discussed. Dr. Camacho noted that the State of Texas does not provide cost of living pay adjustments, only merit pay increases.
2. **Administrative Bloat – Dr. Moriarty**
 - Dr. Moriarty said it would be best to table this issue until administrative changes have been made pending a new president. There was no opposition from the senators to table this issue.
3. **Workload Task Force Policy – Dr. Moriarty**
 - Dr. Moriarty followed-up on workload study request for IT support for each college.

Faculty Senate was informed that considerable current IT resources were being placed on website redesign at this time. Dr. Camacho was not aware of any significant IT issues impacting faculty, classrooms, etc.

- Electronic forms continue to be an initiative with slow progress at this point.
4. **Faculty Senate Constitution and Bylaws Revision** – Dr. Moriarty
- Dr. Camacho and Barry Macha reviewed the final revisions as approved by the Faculty Senate and they said they looked great and made no recommendations. The revisions will now be sent to all tenured and tenure-track faculty for a vote in January; per our current Constitution, a two-thirds affirmative vote is required for approval.

Committee and Other Reports:

1. Administrative Council: *Dr. Moriarty*
No report
2. Academic Council: *Dr. Lopez*
No report
3. Budget Oversight Committee: *Dr. Ziegler*
No report
4. Enrollment Task Force – *Dr. Moriarty*
No report
5. Leadership Advisory Council: *Dr. Moriarty*
No report.
6. Treasurer's Report: *Dr. Ziegler*
7. Centennial Celebration: Dr. Draper
A postcard was sent out in the mail and the kick-off celebration will be at the MPEC in January. The committee is trying to brand events that are already taking place in the academic year with "centennial" marketing.
8. Other Committee Reports?
Undergraduate Recruitment Sub-Committee – Dr. Moriarty said the sub-committee's recommendation to change the amount of required hours for transfer credit from 18 hours to 15 hours was approved and became effective for the Spring 2022 semester. There has also been some discussion to advise new students during orientation to enable them to get registered.

Meeting adjourned at 4:50pm. Dr. Karen Moriarty made a motion to adjourn and Dr. Chuck Bultena seconded.

The motion to adjourn passed unanimously.

Submitted,
Morgan Page,
Faculty Senate Secretary

Karen Moriarty,
Faculty Senate Chair

Next Meetings:

The next **Executive Committee meeting** will be at 3:00 PM on Thursday, January 6 via Zoom.

The next **Faculty Senate meeting** will be at 3:00 PM on Thursday, January 13 will be held in person and the room is to be announced.