

**MSU Faculty Senate  
August 2022 Minutes**

The 2022-2023 MSU Faculty Senate met at 3:00 PM on **August 18, 2023** in **Zoom**.

**Senators present:**

Jennifer Anderson	Catherine Gaharan	Beverly Stiles
Salim Azzouz	Dittika Gupta	Bradley Wilson
David Carlston	Lauren Jansen	Thomas Winger
Randy Case	Kelly Medellin	Rebecca Young
Sanchari Choudhury	Karen Moriarty	Tiffany Ziegler
Sarah Cobb	Jonathan Price	Adam Lei (as proxy for Bultena)
Robert Comello	John Schulze	
Mary Draper	Dawn Slavens	
Grace Edgar	Emily Smith	

**Guests:** Austin Strode (SGA)

Call to order: 3:03 PM

***Housekeeping:***

Approval of Minutes  
Approval of Agenda

***Remarks by Dr. Mazachek***

Dr. Mazachek stopped by to say a few words to Faculty Senate. She is excited to start this semester and looks forward to working with Faculty Senate. She values open communication and recognizes the importance of shared governance.

***Current Business/Information Sharing:***

**1. Update on COVID/Campus Safety – Dr. Moriarty**

Dr. Moriarty noted that she is still seeing patients that have tested positive for COVID, though the numbers are not as high as they were in January (likely due to the increase in home testing). Dr. Moriarty will meet with Dr. Johnston to clarify expectations for Faculty regarding COVID cases among their students, but currently there is no requirements to provide virtual accommodations for students.

Dr. Moriarty also noted that we should expect to have an ongoing conversation about campus safety in the wake of the Uvalde shooting. The Incident Management Team has been meeting, and faculty will likely be asked to serve on committees relating to campus safety.

**2. Faculty Senate Recommendations for Councils/Committees – Dr. Moriarty**

Dr. Moriarty has been working with Melissa Boerma to identify open positions on

campus-wide councils and committees. Dr. Moriarty emailed the senators a list of open positions for which the Senate is responsible for making recommendations. Please e-mail your recommendations to Dr. Moriarty by Tuesday, August 23. In particular, speak with colleagues who will be going up for tenure and promotion soon about these positions. Dr. Wilson noted that we need to identify committees that no longer meet, and Dr. Moriarty said that she is currently clarifying which committees are active with various stakeholders. After recommendations are received, Dr. Moriarty will create a survey for voting.

**3. Pre-tax Payroll Deductions – Dr. Adam Lei (proxy for Dr. Charles Bultena)**

For the past 15 years, those faculty who choose to have their salary distributed over nine months had to pay insurance premiums out of pocket and after taxes if they did not teach during the summer. Last August, Faculty Senate raised this issue, hoping to allow faculty to use pre-tax dollars to pay these premiums. Thanks to the commendable work of Dr. Lei and the Human Resources department, faculty now have three options should they choose to have their salary distributed over nine months. First, they can choose to have their summer premiums paid with their June paycheck. Second, they can still choose to use after-tax dollars. Third, if a faculty member teaches during both summer sessions, they can use pre-tax dollars for two months and pay out of pocket for one month.

Dr. Lei also shared that he had done research into parking fees. From 2011 to 2018, parking fees could be deducted from one's pre-tax salary. During the 2018-2019 school year, this deduction was switched to after tax. Dr. Lei looked into the policy at Texas Tech and found that faculty can choose to have this deduction taken out pre-tax or post-tax. According to Dr. Lei's calculations, for most faculty it would be beneficial to use pre-tax dollars for parking fees. He would like Payroll to allow faculty at MSU to make a similar decision. Thanks to Dr. Lei's research, Payroll will be looking into this option.

Faculty Senators thanked Dr. Lei for his hard work on these two issues.

**4. Faculty Senate Constitution and Bylaws (MSU OP 06.03) – Dr. Moriarty**

Faculty Senate officially has a new constitution and new set of bylaws. This is a big accomplishment, as these had not been updated since 2003. The Constitution is available on the Policy and Procedure website, and the Bylaws are available via a link within the Constitution.

***New Business:***

**1. Faculty Senate Focus for 2022-2023**

Last year, Faculty Senate surveyed fellow faculty for the top three items that the Senate should address over the coming school year. A similar survey will go out soon.

***Unfinished Business:*****1. End-of-Course Evaluations – Dr. Moriarty**

Last year, the Faculty Senate began to address End-of-Course Evaluations. These evaluations are large part of faculty's APRs and T&P portfolios, yet the response rates are usually very low. This makes it difficult for faculty, chairs, and T&P committees to make any meaning out of these evaluations. As a result, Faculty Senate surveyed both students and faculty at the end of spring semester. 402 students responded to the 10-question survey that was distributed by Student Affairs; 105 faculty responded to the survey sent out by Dr. Moriarty. Dr. Moriarty will distribute these results via e-mail, and Faculty Senate will discuss this data next meeting.

Dr. Gupta explained that faculty often do not know how to access End-of-Course evaluations. Therefore, they cannot direct students to the correct location. Dr. Cobb noted that many studies have shown how these evaluations are biased. It is problematic that they are used in tenure and promotion. Dr. Schulze shared that the English Department requires classroom observations by fellow faculty members for tenure and promotion as a way to balance student evaluations.

***Committee and Other Reports*** (start with September meeting)***2022-23 Faculty Senate Meetings (3:00 – 4:00 pm via Zoom)***

- September 8, 2022
- October 13, 2022
- November 10, 2022
- December 8, 2022
- January 12, 2023
- February 9, 2023
- March 9, 2023
- April 13, 2023
- May 11, 2023 (business meeting, not open to public)

Meeting adjourned at 4:02pm. Dr. Stiles made a motion to adjourn and Dr. Ziegler seconded.

The motion to adjourn passed unanimously.

Submitted,  
Mary Draper  
Faculty Senate Secretary

Karen Moriarty  
Faculty Senate Chair