

**MSU Faculty Senate
September 2022 Minutes**

The 2022-2023 MSU Faculty Senate met at 3:00 PM on **September 8, 2022** via **Zoom**.

Senators present:

Jennifer Anderson	Grace Edgar	John Schulze
Salim Azzouz	Catherine Gaharan	Dawn Slavens
Charles Bultena	Dittika Gupta	Emily Smith
David Carlston	Lauren Jansen	Beverly Stiles
Sarah Cobb	Tammy Kurszewski (for	Bradley Wilson
Eduardo Colmenares-Diaz	Case)	Thomas Wininger
Bob Comello	Kelly Medellin	Jill Young
Sanchari Choudhury	Karen Moriarty	Tiffany Ziegler
Mary Draper	Jonathan Price	

Staff Senate Representative: No representative from Staff Senate was present.

Guests: No guests were present.

Call to order: 3:03 PM

Housekeeping:

Approval of Agenda

Approval of Minutes – Prof. Young made a motion to approve the minutes. Dr. Gupta seconded. Passed unanimously.

Current Business/Information Sharing:

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

Dr. Moriarty shared that we are still waiting for final approval of the recommendations for councils and committees. Even so, please share the updated list with faculty in your college.

New Business:

1. **Faculty Contracts – Dr. Moriarty**

This year's faculty contracts began on August 15 rather than September 1 (the traditional start date for faculty contracts). Therefore, faculty members had two-extra weeks added to their contracts.

Other faculty members shared that faculty in their colleges have been participating in ongoing conversations about contracts. Dr. Jennifer Anderson shared that faculty in health sciences have 11-month contracts, and many faculty members have had issues

related to leave. Several departments have asked for clarification from Human Resources. She shared a list of questions that she and others have asked HR:

- The 2021- 2022 contract was from September 1, 2021, through July 31, 2022. Summer II ended on August 4, 2022. According to our leave report and contracts, do we get paid for the four extra days we worked? Do we get the leave accrual for the month of August?
- The 2022-2023 contract begins on Aug. 15, 2022, to July 31, 2023. Therefore, we will be under contract for eleven and a half months. Will we be compensated for the extra two weeks we are on contract?
- Are we covered by the workman’s compensation during the “time off?”
- If we take paid leave with benefits any time during the year, are we covered by workman’s compensation?
- What dates do faculty on 9-month contracts get off?
- What dates do 11-month contracts get off?
- How does Texas Tech University make 11-month contracts?

Dr. Moriarty echoed that other faculty have asked questions relating to liability. It is unclear if a faculty member is covered by workers’ compensation when they are not on contract. She will take these issues to the Provost and report back.

2. **Faculty Senate Focus Areas for 2022-2023, Survey Results** – *Dr. Moriarty*

Dr. Moriarty shared the results of the Faculty Senate Focus Areas survey. She identified five issues that most of the responses addressed: End-of-Course Evaluations, Faculty and Staff Compensation, Tenure and Promotion, Navigate, and other.

- a. The End of Course Evaluations will be addressed by an ad-hoc committee of Senators. That committee will be chaired by Dr. Dawn Slavens. Drs. Cobb, Anderson, Gupta, and Jansen agreed to join the committee.
- b. Responses concerning Faculty and Staff Compensation identified issues such as workload, course release time, parental leave, and childcare. Dr. Moriarty asked if anyone knew how MSU’s salaries compare to those within the TTU System. MSU has done several assessments, most recently with EVERGREEN, but it was unclear if those assessments included member institutions of the TTU System. Dr. Carlston noted that if there are financial benefits to being part of the TTU System, then that money needs to be invested in faculty salaries. Other Faculty Senators noted that we should focus on other pressing issues relating to compensation, such as childcare. Dr. Gupta explained, for example, that attendance at graduation necessitates finding childcare for many faculty members. Senators then discussed the need for on-campus childcare. Both Dr. Jansen and Dr. Stiles noted that on-campus childcare would also enrich student opportunities, especially in nursing and education. Dr. Wilson noted that a campus our size needs resources for childcare, though Dr. Stiles recognized the expenses and liability issues. Dr. Medellin asked if it would be possible to partner with a local daycare rather than offering childcare on campus. Dr. Colmenares-Diaz

- noted that Texas Tech has childcare facilities on campus. Dr. Ziegler noted that MSU's parental leave policy should also be addressed, especially as it relates to pregnancies that fall outside of faculty contracts. Dr. Moriarty said that she would take this issue to Staff Senate to see if there was the potential for collaboration.
- c. Responses concerning Tenure and Promotion identified the desire for more resources and training for new faculty, digital portfolios, and faculty input for chair and dean evaluations. In terms of resource, Dr. Moriarty noted that the new Faculty Resource Center just opened. Senators then discussed the need for standardization relating to tenure and promotion. Some deans meet with their tenure-track faculty to discuss expectations; others do not. Other Senators noted that chairs should be mentoring new faculty members to prepare them for tenure and promotion. Dr. Cobb, though, noted that chairs do not receive formal training about this process, and they should. Dr. Moriarty noted that this conversation revealed that there is no standard across campus and that department chairs need more support as they guide tenure-track faculty members through the T&P process.
 - d. Some responses addressed Navigate. Many faculty have been using this program to note student absences and mid-term grades. But Prof. Comello noted that there is a lack of follow-up. He has often reported student absences using Navigate. But if the student does not respond to the follow-up e-mails, then the issue is dropped.
 - e. Some of the other responses mentioned freedom of speech in research/publications, concealed weapons, and job creep. Dr. Carlston noted that faculty are now asked to do much more. Faculty members are already webmasters, assessment specialists, etc., and now they are being asked to assist with recruitment as well. Dr. Stiles suggested pairing this information with the concerns about compensation. Dr. Azzouz noted that when he recruits students in the DFW area, other schools have specialized recruiters that focus on specific academic programs. It would be great if MSU's recruiters met with faculty to learn more about the various academic programs.

Unfinished Business:

1. **End-of-Course Evaluations** – *Dr. Moriarty*

Dr. Moriarty asked for volunteers to join an ad-hoc committee about End-of-Course Evaluations. That committee will be chaired by Dr. Dawn Slavens. Drs. Cobb, Anderson, Gupta, and Jansen agreed to join the committee.

Committee and Other Reports:

1. **Academic Council** – *Dr. Dawn Slavens*
No report.
2. **Administrative Council** – *Dr. Moriarty*
No report.
3. **Athletics Council** – *Dr. Catherine Gaharan*
No report.

4. **Budget Oversight Committee** – *Dr. Bev Stiles, Dr. Catherine Gaharan*
No report.
5. **Enrollment Management Council** – *Dr. Draper*
No report.
6. **Student Affairs** – *Prof. Jill Young*
No report.
7. **University Celebration of Scholarship** – *Dr. Kurszewski for Dr. Randy Case*
The call for proposals will be circulated in Feb 2023. The Celebration of Scholarship will occur on April 19 and 20.
8. **Other Committee Reports:** None.

There was a brief discussion about whether to continue meeting online or in-person. Dr. Moriarty will see if she can find a room that will accommodate an in-person meeting, but also has zoom capability.

Meeting adjourned at **4:11pm**. Dr. Stiles made a motion to adjourn and Dr. Slavens seconded.

The motion to adjourn passed unanimously.

Submitted,
Mary Draper
Faculty Senate Secretary

Karen Moriarty
Faculty Senate Chair

Next Meetings:

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

The next **Faculty Senate meeting** will be at 3:00 PM on **Thursday, October 13** via **TBD**.