

MSU Faculty Senate

April 2014 Minutes

The 2013-2014 MSU Faculty Senate met at 3:00 PM on **April 10, 2014**, in **Kiowa CSC**. Senators present included Jeremy Duff, Laura Fidelie, David Carlston, Charles Bultena, Terry Griffin, Terry McDonald, Jonathan Price, Jackie Dunn, Suzanne Lindt, Julie Wood, Ruth Morrow, Phillip Wilson, Stuart McClintock, Sally Henschel, Nathan Jun, Gary Morrison, Barbara DuBois, Jane Leach, James Owen. Guests present were Provost and Vice President for Academic Affairs Dr. Betty Stewart, Director of Human Resources Dawn Fisher, and Dr. James Johnston, Dean of the College of Health Sciences and Human Services.

The agenda was unanimously approved with the modification that under Current Business, Item 1 would be changed to an address from Dawn Fisher, the Director of Human Resources. The rest of the items under Current Business would be re-numbered accordingly.

The minutes of the **March 2014 Meeting** were approved.

Current Business:

1. Director of Human Resources, Dawn Fisher, addressed the Senate regarding the University's employment of foreign nationals. Her discussion centered on changes in Section 3.348 in the MSU Policies and Procedures Manual. A .pdf that shows these changes is available on the Faculty Senate website. The Faculty Senate voted unanimously to endorse these changes.
2. Provost and Vice President of Academic Affairs, Dr. Betty Stewart, addressed the Senate regarding revisions and updates to the University Tenure and Promotion Policy. Dr. Stewart stated that when the University Administration approached the faculty about the Faculty Salary Enhancement Plan, they realized that the Tenure and Promotion Policy had not been reviewed/revised on schedule. Therefore, she created an ad-hoc committee to review the policy and recommend any necessary changes. The committee included one member from each college. The committee reviewed the policy for one year and proposed a number of changes. These were presented to the Faculty Senate Executive Committee in the fall of 2013. The Executive Committee asked that the suggested changes be taken and discussed with each of the college tenure and promotion committees. These committees then asked their colleges for suggestions on changes to the policy. Once these were compiled, the ad-hoc committee attempted to incorporate these suggestions into a second draft of the revised policy. This draft was then presented to the Senate at this meeting. Below are some key points from the draft:
 - a. It refocuses teaching effectiveness from 7 categories to 4 categories.
 - b. It does not separate tenure from promotion for those who are attempting to move from assistant professor to associate professor.

- c. The applied research category is no longer a separate category. Applied research is now included in the research productivity section of the policy.
- d. Those individuals who have taught 3+ years by the fall 2014 semester will have the option of staying with the “old” tenure and promotion policy or choosing the new policy when they apply.
- e. Those individuals who have taught 2 or fewer years by the fall 2014 semester will be evaluated under the new policy.

After a brief discussion, in which Senator Morrison asked that the document reflect faculty members who are not 9 month or full time faculty, and Senator Henschel pointed out a numbering error in the draft, the Faculty Senate voted unanimously to endorse the new Tenure and Promotion policy, with those editorial changes that were mentioned.

The Faculty Senate expressed their appreciation of the work by Dr. Stewart and the ad-hoc committee, and their willingness to work with the college tenure and promotion committees to come up with an agreeable policy.

3. The Faculty Senate discussed professors who had been nominated as Emeritus Faculty. These include the following individuals:

Michael Preda
Danny Matthews
Roy Patin
Bob Harmel
Jane Owen
Carol Collins
Kirk Harlow

After discussion the Faculty Senate unanimously approved the recommendation of these individuals as Emeritus Faculty.

4. The Faculty Senate discussed the Faculty Satisfaction Survey. At the time of the meeting 114 individuals had completed the survey. It was recommended that the survey be re-opened for the period of April 11-21, 2014, in order to obtain a higher response rate. It was also agreed that Senators Jun and Duff would code the open ended questions for the survey analysis, and Senator Lindt agreed to conduct the quantitative analysis on the other questions. The results will be prepared for the August 2014 Faculty Senate Meeting. The Senate will invite the Provost and Vice President for Academic Affairs, Dr. Betty Stewart, to that meeting to discuss the results.
5. The Faculty Senate discussed the Faculty Tuition Incentive Program. It was reiterated the Dr. Rogers supports the plan. Chair Carlston provided the Senate with a proposed form that could be used to apply for faculty tuition funds. Vice-Chair Fidelie will also speak to the Academic Council about the program at their next meeting.

6. The Faculty Senate discussed up-coming committee assignments. Chair Carlston indicated that he would email a list of the appointments that the Faculty Senate needs to make at the May 2014 meeting so that senators can discuss them at their college election meetings.

Committee and Other Reports:

1. Administrative Council (Carlston): No Report
2. Board of Regents (Carlston): Chair Carlston informed the Senate that three new Board of Regents Members had been named. These are R. Caven Crosnoe, Nancy Marks, and Shawn G. Hessing. It was also decided that the College of Math and Sciences would choose a faculty member to make a presentation at the May Board of Regents Meeting.
3. Academic Council (Fidelie): No Report
4. Student Affairs and Enrollment Management (Lindt): No Report
5. Intercollegiate Athletics Council (Paddack): No Report
6. Other Active Committee Reports: No Report
7. Financial report (Bultena): The Faculty Senate has \$1655.

New Business: None

Old Business: None

Announcements: None

The meeting adjourned at **4:17pm.**

Respectfully submitted,

Jeremy Duff
Secretary of the Faculty Senate

David Carlston
Chairman of the Faculty Senate

The next Executive Committee meeting will be at 3:30 PM on Tuesday, **April 29th**, in Apache, CSC.

The next Faculty Senate meeting will be at 3 PM on Thursday, **May 1**, in Kiowa, CSC.