

MSU Faculty Senate

February 2018 Minutes

The 2017-2018 MSU Faculty Senate met at 3:00 PM on **February 15, 2018**, in Legacy Multi-Purpose Room.

Senators present:

Kim Acuña	Laura Fidelie	Jonathon Quam
Chuck Bultena	Yvonne Franke	Vicki Sanders
Dave Carlston	Catherine Gaharan	Linda Veazey
Randy Case (Substituting for GCHSHS)	Nathan Jun	Matt Watson
Sarah Cobb	Adam Lei	Lynette Watts
Jeremy Duff	Matthew Luttrell	Bradley Wilson
	Jonathan Price	

Staff Senate Representative: Dottie Westbrook

Guests:

President Shipley
James Johnston

Call to order: 3:00 PM

Housekeeping:

Approval of Minutes

Senator Fidelie moved to approve the minutes. Senator Watts seconded the motion. The January 2018 Minutes were approved unanimously.

Approval of Agenda

Senator Fidelie moved to approve the agenda. Senator Watts seconded the motion. The agenda was approved unanimously.

Current Business:

1. Faculty Satisfaction Survey Findings Discussion with Dr. Shipley and Dr. Johnston

Dr. Shipley and Dr. Johnston read the survey results and had met with the Faculty Senate Executive Committee to go over the key areas of concern. They wanted to have a solution-oriented discussion with Faculty Senate.

Key areas that emerged:

- Workload/Work-Life Balance/Compensation
 - Workload volume is something to consider. When the courses are too large, all faculty may be able to do is multiple-choice exams. The volume of students in large courses may be something to consider in faculty workload. This may be an especially acute issue in core-serving departments. We need to study volume.
 - Need to balance teaching with all the other requirements for tenure and promotion. Should we have tiered faculty levels with different research, service, and teaching demands?

President Shipley and Provost Johnston see Tenure and Promotion guidelines as a faculty governance issue. The next iteration of T and P is due in 2019, so this is good time to begin consideration.

Chair Carlston suggested a comprehensive workload study, work-life-balance, and compensation study that is separate from promotion and tenure. Senators agreed. President Shipley and Dr. Johnston were supportive. Senators suggested that we would want to suggest the variables that should be included. Faculty Senate agreed to convene a taskforce to study workload, work-life balance, and compensation.

President Shipley announced that a 3% merit raise is expected next year and is in the budget.

- Burnout
 - Having to personally closed-caption videos for courses is a huge endeavor for faculty and an example of what leads to burnout.
 - Accreditation reviews in programs and departments create a great deal of work in programs like Engineering, which is experiencing significant growth and not enough people.

President Shipley announced that MSU is looking for a company to assist with ADA compliance, including closed-captioning of videos. Faculty do not need to try to do this by themselves.

- Work Environment (Harassment and Gender Discrimination)
 - President Shipley and Dr. Johnston brought a handout of the policies and reporting mechanisms for MSU.
 - President Shipley explained that we fall under the Clery Act and Title IX
 - Faculty fall under Title IX as well
 - Faculty senators discussed the document. Faculty members may not know that they fall under Title IX as well. Unclear what are new issues or continuing issues from past.
- 2. Update on ADA Compliance
 - Committee has been put together
 - Committee will prioritize ADA Compliance issues

Committee and Other Reports:

1. Administrative Council (Dr. Carlston):

No meeting report.

2. Board of Regents (Dr. Carlston):

Regents had questions about promotion and tenure after seeing the burnout measure. Chair Carlston had the opportunity to explain it.

3. Academic Council (Dr. Fidelie)

No meeting to report.

4. Other active committees:

Budget Oversight

Senator Sanders reported that a consultant from Banner will be discussing what features we can turn on, like class wait lists. Presentations are ongoing for the budget committee.

5. Financial Report (Dr. Bultena):

Treasurer Bultena reported that the financial report is \$1,140.

Old Business:

None

New Business:

None.

Senator Watts moved to adjourn the meeting. Senator Duff seconded. The motion passed unanimously. The meeting adjourned at 4:27 PM.

Submitted,

Linda Veazey,
Faculty Senate Secretary

David Carlson,
Faculty Senate Chairperson

Next Meetings:

The next **Executive Committee meeting** will be at **3:30 PM on Thursday, March 1** in the **Mass Communications Meeting Room**.

The next **Faculty Senate meeting** will be at **3:00 PM on Thursday, March 8** in **Wichita I and II**.