

Minutes of the March Session of the Faculty Senate

The Faculty Senate held its March session on Thursday, March 8, 2012, in PSU 313. Chair Terrel Gallaway called the session to order at 3:30 p.m. Edward De Long served as parliamentarian.

Substitutes: Eduardo Zumbado for Mary Harges, FL

Absences: Sandra Bailey, FI; James Lampe, AC; Rick Martin, CS; Eric Nelson, Grad Council Chair; Patti Salinas, CR; Eric Sheffield, CGEIP Chair; and Beth Walker, AG.

Guests: Etta Madden, ENG/Gen Ed Task Force; Rob Hornberger, Registrar; Frank Einhellig, Provost; Mark Hobbs, SGA; and Emily Bernet, SGA.

APPROVAL OF MINUTES

The February 2012 minutes were approved as posted.

ANNOUNCEMENTS

1. Presidential search announced today and interim President Smart intends to be one of the candidates.
2. Senator Norander announced events for Women's History Month and distributed information.

REPORT FROM GENERAL EDUCATION TASK FORCE

Based on last month's presentation and response, Task Force Chair Dr. Madden gave a broader overview of process for the committee. The revised learning outcomes based on feedback from Faculty Senate will go to CGEIP for their review and be presented to the Senate in the near future. Revisions, including the current version and proposed changes are posted to the Provost's website.

Chair Gallaway announced that it is possible there may need to be a special session of Senate held to complete the work. The Senate will be notified ahead of time.

REPORT FROM RULES COMMITTEE

Rules Committee Chair Dr. MacGregor, presented three reports that included five charges, a constitutional change, and committee recommendations. The recommendations will be voted on by the Faculty Senate in the April meeting.

Dr. MacGregor elaborated on the following charges.

CHARGE SIX:

Clarify the "On or before language" regarding elections.

CHARGE SEVEN:

Consider whether/how the Secretary of the Senate can help facilitate the timely election of Department/School Representatives.

CHARGE TWO

Consider the use of the term "ranked" in the Bylaws and Constitution and discuss modifying it to clear up the confusion between its use and the use of the term in the Faculty Handbook. In general, clarify the role of clinical faculty.

CHARGE THREE

Reevaluate the need for a rank representative for tenure-track instructors.

CHARGE FOUR

Consider changing the Charges of the Budget and Priorities Committee to:

- Include a report, every five years concerning staffing and budget trends at MSU consistent with the May 2011, *FTE and Salary Budget Study*, and in keeping with the internal Senate Action 2-10/11 (January, 2011.)
- Include an annual report card, to be posted on the Senate webpage. The report card should be like the one they are creating for this year and convey useful information about
 - Faculty salaries, compared to CUPA
 - The relative sizes of the faculty and student body (graduate and undergraduate)
 - The relative sizes of the faculty and the administration
 - The relative sizes of the faculty and staff
 - Average class sizes at the undergraduate and graduate levels
 - The use of ranked and unranked faculty in instruction
- Streamline the charges and make them more consistent with what the Budget and Priorities Committee has focused on in recent years and the University's current committee-oriented budget process.

CONSTITUTION CHANGE

The Committee in recommending the changes to the Faculty Bylaws recognized that clarification was also needed in the Constitution. It is important to make the Constitution congruent with the Bylaws in definitions and representation on the Faculty Senate, as well as simplify the language.

ELECTIONS FOR FACULTY-STUDENT JUDICIAL COMMISSION AND UNIVERSITY HEARING COMMITTEE

The following faculty members were elected to the **University Hearing Committee** for a three-year term, ending in 2015.

Eric Bosch, Chemistry (CNAS)
 Deanne Camp, Reading (COE)
 Roberto Canales, Physician Assistant (CHHS)
 Lynn Cline, Library
 Vinay Garg, Management (COBA)
 Carol Gosselink, Psychology (CHHS)
 Jack Knight, Philosophy (CHPA)
 Sean Lyman, Art & Design (COAL)

The following faculty members were elected to the Faculty-Student Judicial Commission.

John Bourhis, Communication (COAL)
 Margaret Buckner, Sociology & Anthropology, (CHPA)
 Sarah Nixon, Reading (COE)

NOMINATIONS FOR CHAIR-ELECT AND SECRETARY

Nomination Committee Chair Chris Herr thanked committee members Margaret Weaver and Rhonda Ridinger. He announced the nominations from the committee: Dr. Ryan Giedd from Physics, Astronomy and Materials Science for Chair-Elect and Dr. Kathy Gibson from Greenwood Lab School for Secretary of the Faculty.

No nominations were offered from the floor, and senators were reminded that they may still submit nominations, with an appropriate second, for either office to the current Secretary of the Faculty by April 1. All Candidates must provide a written statement (300 words maximum) to the Secretary of the Faculty no later than April 3, for inclusion in the April agenda packet. The candidate forum and elections for officers will be held in the April meeting.

REPORT FROM FACULTY CONCERNS COMMITTEE ON FACULTY CONCERNS SURVEY

Dr. Keith Ernce, Faculty Concerns Committee Chair, presented the report.

REPORT FROM FACULTY HANDBOOK REVISION COMMITTEE

Committee Chair Dr. Richard Biagioni presented two items.

Changes to 4.8.5 were presented and discussed.

Issue: Review of departmental tenure and promotion documents. Current language indicates that documents, after review by the Dean, should go to the “University Committee on Tenure and Promotion” for review, and then onto the Provost.

The Faculty Senate voted to approve the FHRC changes to 4.8.5.

Changes to 4.6.4 were presented and discussed.

Suggested revision:

4.6.4. Performance Review

Performance evaluations shall be conducted annually for all full-time faculty. The Department Head shall seek the written input of the departmental personnel committee on each faculty member and recommend a composite rating to the Dean of the college in which the department is located. However, in years when there will be no performance-based component to salary adjustments, the full-time faculty of a department may, by majority vote, opt to forgo a review by the departmental personnel committee; in those years, the review process shall start with the Department Head. The Dean shall either endorse or modify the recommended rating. In instances where the Dean modifies the rating, the Dean must provide a compelling rationale for the change in writing to the Department Head, to the departmental personnel committee, and to the affected faculty member.

At least five numerical or Categorical ratings are to be used. The ratings are to be, with a rating system designed to recognize both outstanding and unsatisfactory performances as well as those appraised as degrees of good or satisfactory. Each department shall develop a clear set of expectations for satisfactory performance in the categories of teaching, research, and service.

A faculty member may appeal the performance rating to the College Compensation Committee (refer to Section 5).

The Faculty Senate voted to approve the FHRC changes to 4.6.4.

REPORT FROM ACADEMIC RELATIONS COMMITTEE

Committee Chair Dr. James Philpot presented the report on the plus/minus grading system.

Committee Recommendations

It has been suggested (in the Provost’s office report and by SGA) that students are concerned about potential equity issues when different sections of the same course differ in the use of plus/minus grading. The ARC recognizes that individual students likely have varied preferences in this area, and are served by variety. Instructors who feel their teaching and student learning are enhanced either by using or not using plus/minus should be permitted to continue to so choose.

The ARC also recommends that students be reminded that departments maintain copies of current and historical course policy statements. These may be consulted to ascertain the grading policies for prior offerings of a course. Also most if not all faculty members welcome interested student inquiries prior to registration.

REPORT FROM THE STUDENT GOVERNMENT ASSOCIATION

Mr. Zach Durham, SGA Director of Academic Affairs, added to the previous report with a presentation from the Student Government Association concerning plus/minus grading and how their research shows it has resulted in grade inflation. The student bodies would rather see Plus Minus removed than modified. Discussion.

UNFINISHED BUSINESS

None.

NEW BUSINESS

None.

ADJOURNMENT

The meeting was adjourned at 5:20 p.m. The next regularly scheduled meeting of the Faculty Senate will be on Thursday, April 12, at 3:30 p.m. in PSU 313.

Cindy Hail
Secretary of the Faculty