

## March 2024 Regular Meeting Minutes

Approved at the 4/2/2024 Regular Senate Meeting

Please send requests for corrections to [msu.facultysenate@murraystate.edu](mailto:msu.facultysenate@murraystate.edu)

Tuesday March 5, 2024  
3:30 – 5:00 pm  
Curris Center Barkley Room

Public Access Zoom link: <https://murraystate.zoom.us/j/83844364068>

Senators in attendance: Oliver Beckers, Michael Bordieri, Michael Busby, Whitney Cassidy-Caywood, Melissa Chapman, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Guse, Ray Horton, Amanda Joyce, Samer Khalil, Naveen Musunuru, Braun Oldenkamp, Heidi Ortega, Julie Cyzewski proxy for Michelle Panchuk, Barbie Papajeski, Marjorie Hilton proxy for David Pizzo, Ted Porter, Ben Post, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Jenny Rogers, Faris Sahawneh, Cintia Segovia Figueroa,

V. Faculty Engagement Survey Results --- Chair of Finance, Senator Jan Super

- a. Senator Super presented the annual COLA gap report and 2023 faculty engagement survey results. She shared that the consumer price index (CPI) for 2023 was approximately 3.4% and she reported an updated COLA gap table displaying how the purchasing power has been impacted by each hiring cohort. Senator Super then presented the results of the 2023 engagement survey, including demographics and an overview of 13 key variables/areas of interest. Senator Super reported that faculty engagement was rated highly while faculty pay satisfaction was low. She also presented a comparison to 2022 engagement survey results both overall and by gender and area. Senator Super noted that most ratings were similar between years, and she discussed some trends that were evident in the data. Senator Super then presented an analysis of open-ended comments, with 51% of faculty surveyed offering qualitative comments. She presented a thematic analysis of the responses, with problems with faculty pay, lack of transparent communication from senior administrators, and gratitude and pride in the job being the top three themes. Senator Super provided a summary of faculty recommendations, including increasing emphasis on work-life balance, transparent communication, mentoring, and increased faculty input into initiatives. Senator Super concluded with committee recommendations, including exploring concerning trends in university libraries, the college of humanities and fine arts, and increased frustration in some demographic categories. Senator Super also noted some areas for improvement, including an increased response rate, survey design, and obtaining external benchmarking. Senator Super also reported that using a 3<sup>rd</sup> party survey with benchmarking would be a more sustainable option moving forward. She also recommended establishing a confidential grievance channel for faculty. Senator Guse thanked Senator Super for the survey and noted that the problems are clear and that he believes the bigger budget problems need to be addressed. He further indicated that he believes that the only possible solution to this problem is to increase revenue and that we need to focus on a long-term solution. Senator Guse indicated that he wants the faculty Senate to focus more on solutions and not further study of this area. Senator Super indicated that it is important to have an avenue for future faculty input.

VI. Distinguished Guests

- a. President of the University, Bob Jackson
  - i. President Jackson thanked Senator Super for the faculty engagement report. President Jackson also stated that we all need to be thinking about ways to enhance revenue for our institution. President Jackson reported that he has been spending a significant amount of his time in Frankfort focusing on legislative priorities. He noted that the house budget has passed with a 3.9% increase in funding, which would largely be needed to cover increased pension liabilities and property insurance costs. President Jackson also noted that a change to the performance funding model is pending and that it could have a small but meaningful impact on our allotment from the model (e.g., a potential \$300,000-\$400,000 increase). He also highlighted asset preservation and a school of veterinary medicine as additional core priorities. President Jackson noted that the legislative session is coming to a close

ii. President Jackson reported that while national enrollment trends are trending

President Roach thanked the committee for their work on the post-tenure review policy and noted that the decision to move the policy to the executive committee was based on the need to gain feedback from a broad group of interested parties quickly and efficiently.

- b. Finance – Chair, Jan Super
  - i. Senator Super provided a brief committee report and noted that her committee continues to work on several areas of concern.
- c. Governmental Affairs – Secretary of Senate, Michael Bordieri
  - i. Senator Bordieri reported that the committee continues to hold listening sessions regarding pending legislation of concern and that administrator evaluations will be

- b. Faculty and Staff Leadership Advisory Committee
  - i. No report
- X. Old Business
  - a. None
- XI. New Business
  - a. None
- XII. The meeting adjourned at 5:08pm.