

**Faculty Senate
Rights and Responsibilities Committee
Agenda**

February 14, 2017

9:30am

Library 204G

Present: Nicola Mason, John Fitch, Nancy McKenney (AAUP), Deb Whalen, Weiling Zhuang

Absent: Norman Powell

1. Approve minutes from 11.14.2016 & 11.29.2016 (Special meeting)

Whalen/Mason unanimous approval

2. Inquiry into summer and winter term faculty compensation

"One issue we may bring up: summer and winter compensation. while the cap has been the same \$4,500 since I came to ECU 11 years ago, per credit tuition has increased by 84%!"

Discussion: In B&T we are lower than peer institutions (Western Kentucky). Some use different criteria e.g. 10% of salary.

Reviewed Faculty Compensation Guidelines for 2016 Summer Session document (Office of the Provost, 2016)

Kentucky Benchmark institutions: <http://ir.eku.edu/benchmark/eku>

Morehead State - <https://www.moreheadstate.edu/Administration/Human-Resources/Personnel-Policies/MSU-Personnel-Policies/PAC-10-Extraordinary-Faculty-Compensation>

Not less than 2% per credit hour for nine-month salary

Murray State – 2.5% of salary per credit hour (10 enrollment)

http://campus.murraystate.edu/administ/hr/employmentforms/Summer_Extra_Compensation_Form.pdf

WKU - <https://www.wku.edu/summer/faculty-staff.php>

\$1600 per credit hour (\$4800 3 credit)

NKU – (2013) 3% of salary per credit hour up to \$85,000 e.g. \$60,000 (\$5,400)

UL – In A&S, full-time faculty who teach in the summer are paid 10% of their base per course. Contingent faculty are paid at the regular rates for contingent faculty, which are in the \$3000-\$4000 per course range, depending on rank and highest degree.

Tuition increase:

\$2100 (2005-6)	\$6305 (non-resident)
\$4284 (2016-17)	\$8940 (non-resident)
104% increase in tuition	41% increase
64% increase 2007-2016	27% increase 2007-2016

<http://budgeting.eku.edu/sites/budgeting.eku.edu/files/files/Fiscal%20Effectiveness/Institutional/1990%20-%202015%20eku%20tuition.pdf>

Task list: Fitch (contact O'Brien)

Present to Executive committee and Faculty Senate

3. Winter term tuition waiver for faculty

Is winter term tuition waiver applicable for employees

Fitch: Emailed Sherry Robinson - not applied to winter term according to

Faculty and Staff Tuition Waiver Program 8.2.6P

[http://policies.eku.edu/sites/policies.eku.edu/files/policies/8.2.6 interim faculty staff tuition waiver policy bor 10.19.15.pdf](http://policies.eku.edu/sites/policies.eku.edu/files/policies/8.2.6%20interim%20faculty%20staff%20tuition%20waiver%20policy%20bor%2010.19.15.pdf)

Motion to extend meeting (Whalen/Mason)

4. Parking tag notification

No notification was sent out. Warnings were sent out.

One notice was sent out by EKUToday, November 30 2016

Fitch: Email Parking

5. Following up on All Faiths calendar

Mason: Follow up with Tim Forde

6. Slow communication from International office regarding executive order that affects international student travel (Greencard)

2 students from Iran

7. Faculty perceptions and concerns of eXplorance Blue survey

"I would like to state for the record that I think the way this survey is administered is highly unfair and downright unethical. To only have it open at the end of the semester (beginning during the first day of Thanksgiving break and ending the Saturday after finals) when students are doing last minute project preps, writing final papers and taking final exams is extremely problematic to faculty like myself who take grading such assignments very seriously (and in fact to us faculty who actually give tests and assignments) and give honest feedback and grades. Students are more likely to base their evaluation on the grades they are getting back, not on how effective the

instructors are. I am asking that this policy be discussed in the next Faculty meeting and that faculty are given an option as to when surveys can be administered.

Also, asking for evaluations for all five of the classes I'm teaching is a bit overkill, don't you think? Some of us have students who are in at least three of our classes. I can guarantee you that, despite my best efforts, they will not complete all three surveys, and indeed I'll be lucky if they do ONE if three invitations are in their mailboxes."

Fitch – PTE documents only require 'department approved documents'. Departments can approve their own evaluation.

eXplorance blue now administered to all courses

Response rate is low.

Discussion: Came out of a Faculty workbook. Tanlee Wasson

Faculty Senate discussion

Saving money

Remove optional questions e.g. "what do you like most about your instructor"

Suggestions: Remove 2 of 4 surveys (those with a low response rate)

Or request PTE policy change

Report back to departments: Ask questions

Discussion item for April

8. Ombud policy update

Joan Beck – AAUP March 1, 3:30 Faculty Center

* Include regular reports to Senate by the Ombud (possibly in internal procedures)

Rights and Responsibilities Committee meetings, Spring 2017:

<http://facultysenate.eku.edu/>

February 14, 9:30-10:30am Library 204G

March 7 9:30-10:30am Library 204G

April 11, 9:30-10:30am Library 204G

Adjourn: 10:55am