

and via Zoom

Senator in Attendance (including outgoing senators): Oliver Beckers, Michael Bordieri, Brian Bourke, Megan Boutin, Michael Busby, Whitney Cassidy-Caywood, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Guse, Jeff Henry, Ray Horton, Amanda Joyce, Samer Khalil, Kenneth Kim, Jonathan Lyon, Naveen Musunuru, Heidi Ortega, Barbie Papjeski, David Pizzo, Ted Porter, Ben Post, Thomas Powell, Brenda Reeves, David Roach, Jenny Rogers, Faris Sahawneh, Shri Singh, Stephanie Sullivan, Jan Super, Ken Sutrick, Justin Taylor, Oluwabunmi Dada (proxy for David Wilbanks), Steve Cox (proxy for Jenilee Williams), Andrea Willson, and Abdual Yarali.

- I. Call to Order at 3:07 due to technical challenges with Zoom
- II. Approval of Minutes
Minutes from the 4/4/2023 regular meeting were approved.
- III. Welcome from Faculty Senate President

April University budget town hall. References to the Matrix movies were also made, which long-time faculty senators recognized as connecting to a previous video starring Senator Roach.

- IV. Distinguished Guests
Faculty Regent-Dr. Melony Shemberger
 - o Regent Shemberger wished everyone a happy teacher appreciation



unanimous consent to send the survey results to the full faculty and administrators. Senator Pizzo seconded. The floor motion passed with 17 yes votes , zero no votes and an indeterminate number of abstentions. Technical problems interfered with the full counting of votes from Senators attending via Zoom, but no objection or concern was noted regarding the announced result.

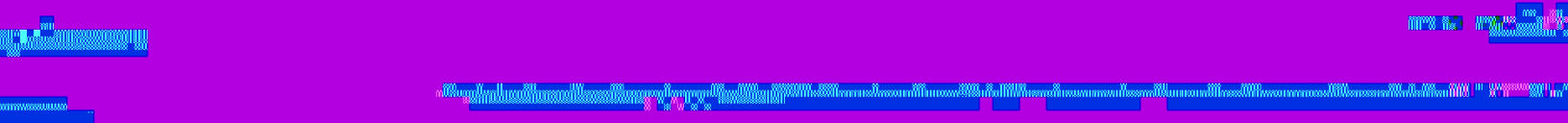
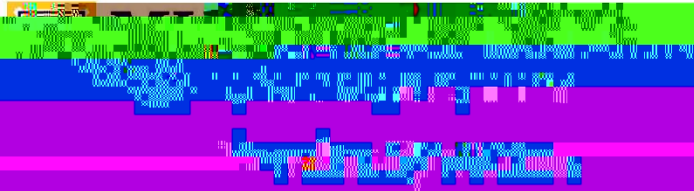
- b. Executive Summary of the 2022 Faculty Engagement Survey. The report is available on Canvas.

Governmental Affairs – Secretary of the Senate, Michael Bordieri

- a. Senator Bordieri provided a summary of the national political climate regarding higher education and indicated that we should be prepared to engaged in increased advocacy during the next legislative session. Senator Bordieri also stated that we had good relationships with our local lawmakers, and that we also want to strengthen those relationships during the upcoming year.

Handbook and Personnel – Senator Ben Post

- a. Senator Post provided an overview of the handbook and personnel subcommittee. He noted that they are currently working on finalizing minor formatting changes to bring to the board of regents over the summer. The plan for fall includes coordinating with the academic policies subcommittee regarding the clinical faculty promotion policy, revisiting the open access policy discussed during the previous Senate term, and exploring other areas of policy revision. Senator Yarali stated that he has some concerns about the way we promote and give tenure, and he asked which committee would be best to address his concerns. President Roach indicated that all committees are open to take on any topic that interests them, but that the academic policy and handbook and personnel subcommittees seem most appropriate. Senator Foote asked how long would it take for a clinical faculty promotion policy to be implemented. Senator Post indicated that it could be moved forward to the full senate early in the next academic year, with a possible goal of going to the board of regents by June of 2024 (though that date is not fixed).

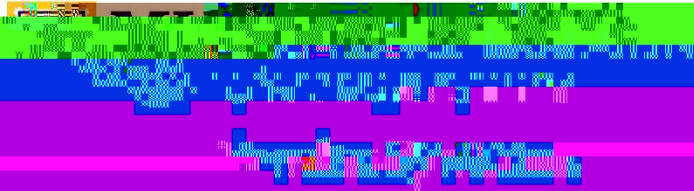


September 2023 Regular Meeting

V. Distinguished Guests

x President of the University-Dr. Bob Jackson

- o President Jackson welcomed faculty to the new academic year. He reported that we have a record freshmen enrollment of 1,662 (up 22%). President Jackson invited faculty to participate in the Road Scholars program and emphasized the importance and value of recruitment, especially when faculty engage with prospective students. He noted that the current headcount is 9,801 and thanked faculty for their flexibility in accommodating the large number of students. He reported that the Evergreen compensation study is progressing and \$100,000 in the current budget has been placed in the first phase of a pool to address salary compression. President Jackson also announced that we had a record fundraising year with \$16.7 million raised. He noted that the design on the new nursing and health professions building is in progress and that a groundbreaking for the facility will likely occur by the end of this semester. The building will be located on 16th street across from Alexander Hall. President Jackson reported that there are numerous asset preservation projects in progress on campus and encouraged faculty to be patient as these important campus improvements are made. He updated the faculty on the recently announced taskforce to explore the feasibility of a veterinary school at Murray State. President Jackson described the e. He



instrument used for administrative evaluations. He clarified that the committee

October 2023 Regular Meeting Minutes

Approved at the 11/7/2023 Regular Senate Meeting

Tuesday, October 3, 2023

3:30-5:00 pm

Curriss Center Barkley Room

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

Senators in attendance: Oliver Beckers, Michael Budden, Morris proxy Brian Bourke, Michael Busby, Whitney Cassiday, Cassi Woodward, Melissa Chapman, Foutz, Stephanie Ford, Nikki Gaylord, Eran Guse,

possible revision of the definitions that would include instructor and senior instructor in the definition of ranked faculty. Senators discussed some additional challenges with the possible revision.

V.Senator Spotlight

- x President Roach explained that each month the senate will spotlight a senator. Dr. Francis Sahawneh introduced

x Senator Post noted that most of their business was previously discussed during introductory remarks. He noted that the committee is discussing how frequently they would update the handbook, and that annual updates seems like a good target.

x Rules, Elections and Bylaws Faculty Senate Vice President, Heidi Ortega

x Vice President Ortega shared that the committee is planning for a busy spring election season.

x Executive Faculty Senate President, David Roach

x No business

VIII Other University Committee

x Insurance and Benefits

x Senator David Pizzo updated the senate regarding the recent decision to increase benefit premiums. Senator Pizzo stated that exploring tiered premium is a priority for the senate. He believes that this health care cost increase should be a priority when discussing cost of living adjustments in next year's budget. Senator Pizzo explained the rationale for choosing the premium rate increase option (A), noting that option (B) would have only been a partial solution, would have disproportionately impacted employees with dependents, would have possibly created a disincentive to seeking care (which would increase cost in the long term). Senator Beck asked about the wellness pledge and raised concerns regarding how the program is designed. Senator Pizzo indicated that the committee will explore these concerns.

IX Old Business

x Senator Reeves noted that the handbook still states that when the university is closed, weather classes are cancelled. She indicated that there is a discrepancy between the current policy and what the senate should address. President Roach noted that the current policy was designed to give faculty flexibility how to operate during weather closures. Senator Post noted that section 2.6 of the handbook (University Closures) is of relevance to this discussion. Senator Reeves expressed that she believes that the faculty should be able to choose.

X New Business

x President Roach proposed that faculty should socialize more. He proposed that we should organize a social engagement that we announce to all faculty on behalf of the faculty senate. He noted that the activities should be simple and inexpensive. Senator Henry noted that he has laser tag sets that he would be willing to loan for this purpose. President Roach noted that the activity should be accessible to all and proposed the following ideas: coffee hour, a bike ride, a basketball game, volunteering at a food bank, knitting, and kayaking. Several senators offered several additional ideas.

x President Roach announced

November 2023 Regular Meeting Minutes

Approved at the 125/2023 Regular Senate Meeting

Tuesday, November 7, 2023
3:30-5:00 pm
Curris Center Barkley Room

Public Access Zoom [Link: https://murraystate.zoom.us/j/83844364068](https://murraystate.zoom.us/j/83844364068)

Senators in attendance: Oliver Beckers, Michael Bordieri, Brian Bourke, Michael Busby, Whitney Cassidy Caywood, Paul Foote, Stephanie Ford, Nikki Gaynor, Gus, Jeff Henry, Ray Horton, Amanda Joyce, Samer Khan, Aaveen Musunubi, Braun Oldenkamp, Heidi Ortely, Michelle Panchu, Barbie Papajeski, Jeremy Phillips, Ben Post, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Jenny Rogers, Faris Salawneh, Cintia Segovia Figueroa, Shri Singh, Jan Super, Ken Sutrick, Justin Taylor, Carol Terracina Hartman, David Wilbanks, Senilee Williams, Andrea Willson, and Abdul Yarali.

Guests in attendance: Faculty Regent Melony Sherman and Associate Provost Ren Fister.

- I. Call to Order at 3:31pm
 - A. President Roach announced University Communities Happy Hour on Friday, November 10 at 3:30pm at Tap 216.
- II. Approval of Minutes
 - A. Motion to accept made by Senator Terracina Hartman and seconded by Senator Henry. Minutes w/10(s)u Tm Oppy Hour l o

department and that they have served for a long time. He stated that instructor lines are often first cut during budget cuts. President Roach clarified that there are different types of instructors with regard to budget planning. Senator Busby also noted that he would like more information about how many faculty this policy might impact. President Roach noted that additional information was forthcoming. Senator Willson asked about qualification

VII. Reports--Faculty Senate Standing Committees

A. Academic Policies--Senator Brian Bourke

- i. Senator Bourke noted that the committee will continue to work on the instructor promotion policy. He also noted that the committee plans to have an update on the post-tenure review policy within the next month with a proposal by early next year. Senator Bourke noted the importance of crafting careful policy language to increase the likelihood that a instructor promotion policy is supported.

B. Finance--Senator Jan Super

- i. Senator Super reported that the committee continues to explore possibilities for a faculty support fund and is working on a policy revision to the salary policy in the faculty handbook. Senator Super announced the employment engaged survey will begin next Monday (11/13) and requested that senators encourage faculty in their department to complete the survey. She noted that this year's survey will include an optional gift card drawing to incentivize participation.

C. Governmental Affairs--Secretary of Senate, Michael Bordieri

- i. Senator Bordieri reported that the committee will meet with constitutional officers if they have not already done so. He noted that polls close at 6pm. Senator Bordieri reported that there has not been much activity with regard to the upcoming legislative session but that he anticipates that we will start seeing pre requests to the general assembly well as proposed changes to the performance funding model. He reported that the subcommittee will meet with Jordan Smith, Executive Director of Government and Institutional Relations, later this month to discuss the administrative changes. Senator Bordieri also reported that the committee is preparing to conduct confidential evaluations of administrators in the Spring. Senator Foote asked when the evaluations would be sent to faculty. Senator Bordieri replied that details were still being worked out but the evaluation window would likely be towards the end of the Spring semester.

D. Handbook and Personnel--Senator Ben Post

- i. Senator Post reported that the committee explored the definition of instructor in the handbook but have decided to postpone any changes to allow for academic policies subcommittee to explore broader policy changes. Senator Post noted that the committee is preparing to update the handbook in consultation with Senate officers.

E. Rules, Elections and Bylaws--Faculty Senate Vice President, Heidi Ortega

- i. No report.

F. Executive--Faculty Senate President, David Roach

- i. President Roach thanked the executive committee for their recent feedback on the instructor promotion policy.

VIII. Other University Committees

A. Insurance and Benefits

- i. Regent Shemberger noted that the next meeting will be in late November.

B. Parking committee

- i. Senator Powers reported that the faculty hall parking lot is going away's of 100 parking spaces due to the new nursing building. He noted that disruptions are likely to begin in summer of 2024 and there are plans to reclaim some faculty parking.

Senator Powell also reported that he is advocating for early communication and transparency. Senator Foote asked about how student and faculty spaces might be reallocated. Senator Post asked for clarification regarding the loss of parking. Senator Powell reported



senator Vice President Ortega noted that it is important to ensure equity in representation across departments/units. Senator Rogers noted that the school of nursing has approximately 21 full-time faculty. Senator Henry noted that the Board of Regents teaching award is based on the number of faculty in each college and that it might be a useful model to consider. Senator Reeves noted a broader concern regarding equity in our constitution and encouraged the senate to more thoroughly review language in the constitution. President Roach stated that the Faculty Senate Rules, Elections, and Bylaws Committee has been tasked with addressing this issue.

- V. Senator Spotlight: Dr. Andrea Wilson. Senator Wilson is an assistant professor of early childhood and elementary education. Senator Wilson noted that she grew up in New York and that she has been in education for over 20 years (much of that teaching in grades 1-6). Senator Willson reported that her research focuses on teacher education, math education, and teaching technology.

VI. Distinguished Guests

- a. Vice President of Academic Affairs and Provost: Dr. Tim Todd

- i. Provost Todd thanked the faculty for all that they contribute to the university through their research, teaching, and service. He noted that his team is coming back from the SCASCO annual conference and that Senior Associate Provost Peaviner is a member of the Kentucky delegation to the SCASCO board. Provost Todd shared that the ribbon cutting for the new School of Nursing and Health Professional building will take place at 10:45 am on Friday (12/8). He also encouraged faculty to participate in commencement and noted that 735 students are graduating in December with 450 students expected to participate in the ceremony. Senator Burke asked for an update regarding SCACS reaffirmation. Provost Todd noted that the site visit is planned for April and that the official reaffirmation vote will occur in December 2024. Senator Powell asked about what the site visit would consist of. Provost Todd indicated that the site visit will not interfere with classes and will consist of various meetings with faculty, students, and other stakeholders.

building is currently too hot. Senator Panchul also noted that faculty hall is also

reported that the committee has also been discussing faculty safety in the classroom but noted that no policy revisions were being considered at this time. Senator Reeves asked if the committee is exploring provisions to the current weather policy to include increased flexibility for faculty. President Roach stated that he plans to discuss this policy with the Provost, and noted this could be an opportunity for the Senate to work proactively to propose a new policy.

e. Rules, Ethics, and Bylaws Faculty Senate Vice President, Heidi Ortega

i. Vice President Ortega reported that the committee will be exploring department senator representation as discussed by President Roach earlier in the meeting. She noted that the committee is going to work on the Board of Regents Teaching Award process with election preparation to follow.

f. Executive Faculty Senate President, David Roach

i. No report.

IX. Other University Committee

a. Faculty and Staff Insurance and Benefits Committee

i. Senator Pizzo reported that open enrollment went well with only two employees not completing the process. He reported that the standing committees are work/life balance, childcare, and wellness. Senator Pizzo reported that outcome data from the recent Hinge health initiative is promising and that a new consultant is being selected to advise the university on wellness benefits moving forward. Senator Powell asked about the recent trend of more employees selecting the premium saver plan. Regent Shemberger noted that we are not sure what this shift means, cost savings between plans are difficult to calculate because employees select plans. Senator Pizzo reminded the senate that premiums are the same for all employees, premium increases disproportionately impact lower-paid employees. Senator Horton asked about the flexible work plan. Senator Pizzo replied that the staff for flex plans is going to the Board of Regents for approval on September 15. Senator Porter noted that he believes the expected cost differential between healthcare plans but that the variance in the saver plan is likely significantly higher.

b. Compensation Review Advisory Committee

i. President Roach reported that Regent Shemberger, and Senator Super are members of this committee. He noted that they are in phase 4 of the process, which involves sharing the findings and beginning implementation. President Roach indicated that he is optimistic that this process will move forward and shared a WPC | h T P a b X] _ ^ b X c X ^ } f X [[Q T Permalink: salary ranges and potential adjustments. Senator Bourke asked what the factors are used to determine salary ranges. President Roach clarified that code will also be a factor and that adjustments will likely be a multi-year process. President Roach noted that the administration is committed to sharing information 0 g 0 G e 0 g 0 G e BT /F1 11.04 Tf 1 0 0 1 162.02 165

- a. Senator Portman requested that the Senate invite someone from IT to discuss concerns regarding authentication and multiple requests. Senator Powell noted that there is a

notice. Vice President Ortega rep

Senator Bourke indicated that the policy they are considering will keep evaluation at the department level and that they are mostly already doing what SACS expects.

b. Finance Chair, Jan Super

- IX. Old Business
 - a. None
- X. New Business
 - a. None
- XI. Adjourn • Gaveled out by unanimous consent at 5:10

March 2024 Regular Meeting Minutes

Approved at the 4/2/2024 Regular Senate Meeting

Please send requests for corrections to 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/838444364068](https://murraystate.zoom.us/j/838444364068)

Senators in attendance: Oliver Beckers, Michael Bordieri, Michael Busby, Whitney Cassidy, Blissa Chapman, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Guse, Ray Horton, Amanda Joyal, Naveen Musunuri, Braun Oldenkamp, Heidi Ortega, Julie Cyzewski proxy, Michelle Panchuk, Barbie Papajesk, Marjorie Hilton proxy for David Pizzol, Ted Porter, Ben Post, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Jenny Rogers, Fawin Sa, Cintia Segovia Figueroa,

V. Faculty Engagement Survey Results

- a. Senator Super presented the annual COLA report and 2023 faculty engagement survey results. She shared that the consumer price index (CPI) was approximately 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 demographic 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. Senator Super provided a summary of faculty recommendations, including increasing emphasis on balance, transparent communication, mentoring, and increased faculty input into initiatives. Senator Super concluded with committee recommendations, including exploring concerning trends in university priorities, 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 using a third 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 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 would have a small but meaningful impact on our allotment from the model (a potential \$300,000-\$400,000 increase). He also highlighted asset preservation as a school of veterinary medicine additional core priority. 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 post-tenure review policy and noted that the decision to move the policy to an 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.

April 2024 Regular Meeting Minutes
Approved at the 5/7/2024 Senate Organizational Meeting

Tuesday April 2, 2024
3:30 to 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, Paul Foote, Stephanie Ford, Nikki Gaylord, Eran Gleser, Henry Ray Horton, Amanda Joyce Samer Khalil, Braun Oldenkamp, Heidi Ortega, Michelle Panchuk, Barbie Papajack, Jeremy Phillips, Aaron Irvin proxy for David Pizzo, Ted Porter, Ben Post, Thomas Powell, Brenda Reeves, Selise Ridolfi, David Roach, Jenny Rogers, Faris Sahawneh, Cintia Segovia Figueroa, Jan Super, Ken Sutrick, Carol Terracina Hartman, Gary Morris proxy for David Wilbanks, Jenilee Williams, Andrea Willson, and Abdul Yaali.

Guests in attendance: Faculty Regent Melony Shemberger

- I. Call to Order at 3:32pm
- II. Approval of Minutes March 2024 minutes approved by show of hands without objection.
- III. Welcome and Sign in
- IV. Rules and Agenda - Faculty Senate President, David Roach
 - President Roach reminded senators of several standing Senate rules, including preceding comments with the name of the senator and departmental affiliation and limiting comments on pending business to one comment until all senators have had an opportunity to speak. President Roach also introduced a new rule with unanimous consent: $\wedge v \checkmark \mu \cdot] v \bullet \bullet \checkmark Z \checkmark \text{œ}] \text{À} \bullet \wedge v \bullet \bullet \checkmark \mu \text{Ç}_ \bullet] P v \checkmark] \} v \text{Ç}$ University President will return to the Executive Committee for possible revisions based $\} v v \text{œ} \text{d} \checkmark \checkmark \mu \text{Ç}_ \} u u v \checkmark \bullet (\text{œ} \} u \checkmark Z u] v] \bullet \checkmark \text{œ} \checkmark] \} v X d Z \text{Æ} \mu \checkmark] \text{À}$ place the revised item of business on the agenda of any regular Senate meeting as a voting item without an additional drafting period
 - President Roach requested to implement the rule with unanimous consent. Senator Irvin raised an objection that this procedure appears to be a pocket veto. President Roach responded that this is not the intent of this procedure. Senator Post asked for clarification regarding alternative mechanisms to bring an item of business back to the floor and President Roach clarified that this would not supersede other mechanisms. Secretary Horton asked a

Henry asked a question about previous Senate history and unsigned Senate business, and administration. Senator Powell requested that the official minutes clearly delineate between the role of Senate President and University President. President Roach called

V. Distinguished Guests

- President of the University, Bob Jackson, unavailable due to SACSCOC site visit.
- Vice President of Academic Affairs and Provost, Tim Todd, unavailable due to SACSCOC site visit
- Faculty Regent, Melony Shemberger. Regent Shemberger noted that she communicated with all faculty yesterday via email and welcomed any questions. Noting none, she thanked faculty for all their efforts and allowed the meeting to return to the busy agenda.

VI. Senator Spotlight

- Thomas Powell, Assistant Professor of Animal Science. Senator Powell presented a slide show highlighting his academic and professional history. He noted that he was CEO of the American Meat Science Association for 20 years and started the Journal of Meat and Muscle Biology. Senator Powell shared that he joined the faculty in 2019 and highlighted his innovative teaching. He thanked the faculty development center for the support of his teaching, and also noted that he is the advisor of the animal science club. He also highlighted his research on food structures, with an emphasis on supporting student research. Senator Powell also shared his love for Murray State and gratitude for the support he has received on campus.

VII. Reports-- Faculty Senate Standing Committees

- A. Academic Policies Chair, Brian Bourke
 - a. No report.
- B. Finance Chair, Jan Super
 - a. Senator Super reported

D. Handbook and Personnel Chair, Ben Post

a. Draft: FSH 23-24-5 --- University Closure

b. Senator Post provided an overview of the revised university closure draft.

Senator Powell asked about a possible notification timeline or requirement for weather closures. Senator Irvin reported that the committee considered such a requirement but decided that it was not feasible. Senator Panchuk

raised a concern that it might not be possible for faculty to meet this standard in all circumstances. She also noted a tension between being on leave without pay and being expected to make modifications to course content. Senator Post noted that he believes primarily affected_ constructed broadly and would not be used to punish faculty. Senator Post noted that the committee will continue to explore how remote instruction fits within existing handbook language.

E. Rules, Elections, and Bylaws Faculty Senate Vice President, Heidi Ortega

a. Vice President Ortega reported that this is the busy time for her committee.

She reported that it is the even year for senator elections, and she emphasized that departments need to hold secret ballot elections for senators

F. Executive Faculty Senate President, David Roach

a. Vote: Provost Revision FSH 232 --- Affirmative Action Statement

- i. President Roach provided a rationale for the addition of a self described hyperlink to the official non-discrimination policy statement. He clarified this link can be updated without requiring a handbook update. Senator Post noted that the committee originally decided against providing a hyperlink due to concerns regarding future updates. Regent Shemberger clarified that the board would not require approval of an updated URL. Vice President Ortega stated Irvin asked for a clarification regarding whether the hyperlink will be added to the handbook. President Roach reported that it will not include the actual text. Regent Shemberger noted that the self described hyperlink is consistent with best practices in accessibility. President Roach called a vote, 81 yes, 1 no, 0 abstain. The handbook resolution passes.

b. Draft: FSH 244-6 --- Posttenure Review

- i. President Roach provided an overview of the draft posttenure review policy and shared a draft flow chart of the process with the Senate. Secretary Bordieri provided a brief rationale for the policy, emphasizing that a new accreditation standard and broader political pressures have informed development. President Roach requested unanimous consent to share the draft with the broader campus community for discussion and feedback. Senator Powell asked about where to direct feedback. President Roach stated that feedback could be shared with committee chairs and officers. Senator Taylor asked what would happen if the faculty and administration do not agree on faculty performance. Vice President Ortega responded that the goal of the policy is to be faculty driven and to protect faculty and encourage development. Senator Irvin asked about the frequency of review. President Roach stated that that aspect of the policy is open for discussion. Senator Henry asked about possible disagreements between a

