



Faculty Assembly Executive Committee

Meeting Minutes Feb. 15, 2024

Members Present: Julie Orr, Vanessa Godfrey, Betty Nash, Amanda Matoushek, Al Berkoh, Roy Pruett, Rodney Montague, and Darrel Malamisura. **Members unable to attend:** Michelle Taylor, Vincent Mateescu, and Scott Rasnick.

Meeting: The meeting was called to order at 2:00 pm. With this being our first meeting, there were no previous minutes to review/approve. We also have no old business to review.

New Business:

Faculty Assembly By- Laws: We reviewed items on the Faculty Assembly By-Laws that faculty were not pleased with and would like to change. This being due to the fact that the By-Laws were created and handed to faculty with no faculty input or counsel whatsoever.

The first item discussed was the meeting dates and times. In the current By-Laws for Faculty Assembly, we are mandated to meet during the months of Sept., October, and November and then in February, March and April. We find this acceptable for the entire assembly to meet. The meeting time, on Fridays at 3pm is less favorable due to the length of time it takes to go through the meeting reports and business. After discussion, it was decided to start our meetings at 2pm. Also, in the interest and respect of everyone's time, we will ask administrative reports to be typed and posted 24 hours prior to meetings and then invite key leadership to attend the meetings for strictly questions and answers with a time limit imposed for the Q&A as well.

Members and Voting Privileges: Under Article 2, subsection 2.1. The committee reviewed the wording which states who will be considered voting members of the Faculty Assembly. A draft of changed wording to include "Any Associate Dean, Director, or Chair that teaches a course or courses for the University will also be included as voting members of the Faculty Assembly". The committee feels strongly that all faculty are important but particularly a seasoned faculty member that is in a leadership position is a valuable resource and deserves a voice. Vanessa Godfrey stated, "If an adjunct faculty that teaches one or two classes is allowed a vote on BSU matters, certainly our Directors and Chairs with years invested, deserve this privilege as well." This proposal will be brought to the Entire Assembly for a vote in the next meeting.

It was also proposed that we review Article 6, subsection 6.1 to remove the wording "Subject to the approval of the University's Board of Governors, in consultation with the President..." The subsection 6.1 will begin with "The Faculty Assembly may propose amendments to these By-Laws by a two-thirds vote of the members present....."

Housekeeping Staff: There is much concern from faculty, that we may lose our very good, hardworking, dependable housekeepers due to pay inequity between seasoned employees and new hires. Also, there are employees that have been dedicated to BSU for more than 3 years with no benefits and a very minimal wage. One member suggested that we as faculty, reach out to staff council and students to provide a unified front on this matter and draft an open letter to the BOG. Julie will send emails, to the President and Ron Hypes inquiring as to a cost analysis of what we are paying Saunders Staffing versus what it would cost to hire these dependable, trustworthy employees. Amanda Matoushek actually sent a similar email to Mr. Hypes on Feb.2nd shortly after our last assembly meeting with no response to date. The faculty also find the pay that our housekeepers are receiving, appalling for the back-breaking work they do with no additional benefits provided. ** Julie sent an email to Mr. Hypes and the Interim President at the close of the FAEC meeting and she received a response from Mr. Hypes related to her inquiry on Feb 16th, 2024. Details should be discussed at the next Faculty Assembly meeting either in Mr. Hypes report or from Julie.

Security: There are many concerns over the lack of security provided on the BSU campus. Buildings remaining unlocked on the weekends, persons of the community wandering campus for unknown reasons, postings of contraband of personal agendas on buildings, parking issues, no ability to reach anyone on campus after hours for any security matter, and honors college students with no ability to reach anyone for help after hours if needed are just a few of the multiple concerns expressed. This will all be compounded by the Campus Carry Bill which comes into effect in July. The University will be set for a huge liability if a threat occurs on campus with no security.

Faculty Overload Discussion: Michelle was unable to attend to lead this discussion. Darrel and Amanda gave some information. Amanda gave some information from a meeting she attended with Ron Hypes and Sarita. She was told that adjunct pay would be treated separately than overload pay. The proposal would still require 8 students to be considered fully enrolled. Under 8 students would be considered low enrolled and the instructor would be docked 1 cr.hr. Overload pay rates for full time faculty would be: Instructors 650 per cr.hr, Assistant Professors 700 per cr. hr., Associate professors 750 per cr. hr. and Full Professors 800 per cr. hr. Adjunct pay was not confirmed in the meeting today. The suggestions in the original proposal to help cut down on low enrolled classes were accepted and would be kept. There were still other issues that have not been answered at this point. It is unclear when this proposal will be approved or placed in action. It was discussed that Faculty should be given first refusal to overload and prior to an adjunct being hired, the qualified full-time faculty member should be given first option to teach the course.

Other Business: With no other business to discuss we set the next FAEC meeting for March 29th at 11:00 am in the Tierney Conference Room.

Motion to Adjourn was presented by Roy Pruett and seconded by Vanessa Godfrey at 3:15pm.