



Faculty Senate Executive Officers Meeting Minutes

Aug. 6th, 2025

Attendance: Vanessa Godfrey, Darrel Malamisura, Kristin Hicks, Amanda Matoushek, Julie Orr,

Provost Sarita Rhonemus, and President Darrin Martin.

New BOG Policy up for comment: Discussion took place regarding the new BOG policy regarding naming buildings or colleges. Darrel provided some clarification on a potential addition of naming a college but not a building. It was mentioned that on the BOG page there is no access to be able to post a comment on the policy. Two officers stated they were unable to find a way to comment. The President stated he would look into it.

Faculty Institute: Darrel asked Sarita to have Cody Chambers (MOODLE admin.) provide a quick clarification on the various GOOGLE accounts and their differences. Sarita stated Cody is on the agenda for institute with a time slot of 30 min. Sarita also asked Darrel to cover the two new policies approved by the BOG. The Electronic devices policy and the Attendance Policy. Vanessa was asked to send to all faculty, the proposed guidelines for selection of Faculty of the year. It is planned for this to be voted on in the general faculty meeting on Aug. 13th.

Contracts: With the Faculty shortage we are experiencing, many Faculty are teaching extra courses and overloads. Darrel discussed the complications of Faculty not receiving a contract until after the course has begun and attendance verification has been completed. The extra contracts are based on the number of students in the course which does not change the workload on the faculty as far as course prep is concerned. Sarita asked if it was fair for a faculty to receive the same pay if they are teaching 2 students as opposed to 25. Amanda brought up a good point that in the same mind set then a faculty should receive more pay if they have 40 students in a class as opposed to 25 students. The Universities financial constraints limit the abilities to pay more. While it can't be done this semester, there is a push to have contracts for overloads to faculty prior to the semester starting. One solution would be to base contracts on tiers i.e. 1-10 students gets X dollars, 10-25 gets X dollars and so forth.

Salary Ranges: Discussion took place on the time wasted with hiring committees, interviews and travel from the applicants just to have them turn down the position once a salary is offered. The Faculty Senate and most all faculty believe it would be wise to post a salary range with the job posting so the applicant has an idea of what they may be receiving. This does not stop the applicant being offered more if deemed worthy but at least the time and resources would not be wasted. This is perfectly legal to post salaries and/or a salary range. Also suggested that there be a box on the application to mark if the applicant needs a visa sponsorship. BSU does not sponsor visa's so this would eliminate that applicant up front. Sarita agreed to bring this up in cabinet and the President commented the reason salary ranges are not posted is the concern that no one would apply.

Payment of MOODLE contract: There was an issue with the MOODLE contract not being paid and it was almost shut off this week. Cody Chambers scrambled to get it paid at the last hour to keep it from being shut off. He had told administration for several weeks that it was due to be paid. During this discussion the President was not on the call. Sarita did not know who was in charge at this point of paying bills. President Martin joined the call and he stated he was unaware of the MOODLE issue. He stated Cynthia

Higgins Atwell is the person responsible for payment. He then went on to explain the Budgetary constraints we are under and everyone needs to monitor spending closely.

Title IX and HR position: The question was asked who will be over Title IX and HR since the previous employee is no longer with BSU. Sarita was unsure of the answer to this. The President had not joined the call but answered this question when he joined later in the meeting. The President stated he is in the process of getting employees Title IX training and moving some positions around to fulfill the University's needs. Darrel explained that it is a conflict of Interest for one of the cabinet members to be over Title IX since he is considered general counsel. Also, there is concern that there are active Title IX cases, and no one is in this position currently.

OER use: According to Sarita there is a push from the State to use OER's to help reduce book costs to students. Discussion took place on ramifications of using OER's only. Sarita also mentioned the state has a clause that states 3rd party Test Prep is not to be used. She and the faculty agree this needs to be investigated for more clarification.

Course Cross Listing: Darrel has asked for the ability to cross- list some of the overload courses he has on schedule for this semester. Sarita explained the reason to not do this is to keep students from being registered in a face to face class but working their way into doing the online version and still getting the grade without attending classes. The new attendance policy should take care of this problem IF the faculty member upholds the policy.

Athletics Practice times: It is becoming more and more difficult to get athletes scheduled in classes (particularly face-face courses) that work around the practice schedule of that particular sport. The President was asked to speak to the new AD to relay to the coaches our dilemma. President Martin also explained the coaches are struggling to share one gym for practices and they need to get them back to the dorms in time to be able to eat dinner. There is no simple solution until the University can grow in course offerings and more available times.

Dorm Students: There have been issues with new students moving into dorms that did not have schedules for the Fall semester yet. Without a schedule, the student cannot get an ID. Without an ID the student cannot eat in the Café even though they have paid their meal plan. This causes a big trickle-down effect. It was suggested that students are not guaranteed a room until their schedule is complete. That would have students already registered by move-in day then they could get an ID much more easily without delays. President Martin stated even a organized check off sheet for students of the order in which things should be completed would also be beneficial to students. He says he will discuss with the Dean of Students on improvements for future semesters.

Post Tenure Review: The President requested a meeting with Darrel, Kristin and Amanda to get some items worked out and finalized with the proposed Post-Tenure Review procedure.

Adjournment: With no further discussion, the meeting was adjourned at 2: 39 pm

