

## **FACULTY SENATE COMMUNICATIONS REPORT | 15 October 2015 meeting**

Prepared by Christopher M. Cottingham, Communications Officer

### **OVERVIEW**

The 2015-16 Faculty Senate held its fourth regular meeting on 15 October 2015, from 3:45 to 5:35 pm in the Kibbey Seminar Room. The full Senate meeting originally scheduled for 1 October was canceled (by agreement of the Executive Council) in favor of devoting time to subcommittee work. Please note that while the Provost was present for the entire discussion on chair appointments and related PAcS, he had to leave the meeting early and did not deliver a formal report.

### **IN WHICH PERSONNEL POLICIES WERE ADDRESSED**

Much of the 15 October meeting was consumed with discussion of and actions on PAcS.

**PAc-22 & -26:** The long and arduous revision process for PAc-22 and -26 continues; Chair Annie Adams provided the Senate with a new update on the matter. In short, a reconciled version of PAc-22 is close, and the intent is to have a vote on it at the next Senate meeting (29 October). On PAc-26, the process outlined in the previous Communications Report is moving forward. Essentially, the language on “Faculty Termination for Cause” moved to the revised PAc-22 has been deleted from PAc-26. The Provost (and his team) have agreed “provisionally” to this revision, and would like to approve the interim version for now, ultimately revisiting PAc-26 in the spring.

**Of PAcS & chair appointments:** This particular discussion, for which the Provost was present, was sparked by recent events in the Caudill College, namely the hiring/appointment of two interim department chairs as permanent chairs. To put it succinctly, the issue at hand is whether existing Associate Professors should receive appointment at the rank of full Professor when elevated to permanent chair status. Before proceeding further with this discussion, the Senate, and in particular Senator Ron Morrison, would like it clearly stated that the concerns here are not personal and have nothing to do with the faculty members receiving said appointments. The Senate is concerned with process and process alone. It should also be noted that this issue was put on the Senate agenda at the behest of the Provost. He felt that the Senate floor was a more appropriate venue than the Executive Council’s 5 October meeting with him and the President (see later section for more on this), where the issue was originally raised by Chair Adams.

It is the administration’s view that section 12 of PAc-27 (see Appendix A for the relevant text) allows for an internal chair candidate, who already holds rank at MSU, to receive full Professor status along with their appointment as permanent chair. As stated by the Provost on the Senate floor, the main thrust of their position is that such a scenario represents a completely new appointment rather than a promotion. Therefore, it is not subject to the usual process for promotion outlined in PAc-2, and all that is required is the assent of the relevant faculty in the department. In other words, it is the same as the process for an external chair candidate who would be able to negotiate the terms of their appointment.

However, a close reading of the PAcS demonstrates that they do not, in fact, provide clear support for the administration’s position. While section 12 of PAc-27 does address the process for awarding tenure to individuals receiving administrative appointments, its only guidance on rank is that “Successful attainment of tenure...will not result in automatic promotion to the next higher rank.” Similarly, PAc-24 includes a statement that “Administrators who hold academic rank may apply for promotion and/or tenure through normal promotion and tenure channels.” There seemed to be some general agreement among Senators that a strict reading of these PAcS would not support the awarding of full Professor status to an individual already holding rank at MSU. PAc-2, unfortunately, does not contain any language similar to section 12 of PAc-27 to address the awarding of rank to administration job candidates. Indeed, it was suggested during the discussion that PAc-2 be revised to include such language as a corrective action. At any rate, it would seem that by classifying the action as a completely new appointment and not a promotion, the administration has found a workaround. Even so, many Senators remain concerned that the administration is effectively circumventing the regular, established promotion process for these internal chair candidates.

As a way to express those concerns, Chair Adams introduced a proposed resolution (see Appendix B) stating the Senate’s position on this matter. The resolution received some debate, but was ultimately tabled in order to give Senators more time to review and consider before taking a vote.

**PAc-34:** The revised version of PAc-34, prepared by the Faculty Welfare and Concerns subcommittee, was introduced and given its second reading by Senator Katy Carlson. With only a minimum of discussion, the Senate approved the revised PAc-34 by a unanimous vote (see Appendix C for the approved PAc-34 revision).

**PG-6:** The Board of Regents (BoR) approved the new version of PG-6 as-is at their recent business meeting. The recommendations made by the Senate at our previous meeting were not included in the PG, but we have received assurances that they will be added to the corresponding UAR.

### **MEETINGS, MEETINGS, MEETINGS**

Chair Adams provided the Senate with a summary of the most recent President's Leadership Council (PLC) meeting, and of the Executive Council's 5 October meeting with the President and Provost. Chair Adams also made Senators aware of two upcoming fora with the President (October 21<sup>st</sup> at 8 am and October 22<sup>nd</sup> at 3:30 pm in ADUC 312), and encouraged all to attend.

**The latest from the PLC:** First, all faculty should be aware that information from PLC meetings can be accessed through MyMoreheadState, under the "Employee Services" tab. With respect to the most recent meeting, the salient points mainly regarded changes to the MAP program (i.e. how we get out computers) and something referred to as "strategic enrollment planning." Faculty are encouraged to access the PLC information mentioned above for further details. Perhaps the most important specific point is the proposed increase to the MSU admissions index, an issue which was addressed in a recent campus-wide email from the President. Finally, the President apparently expressed his displeasure with some faculty not submitting midterm grades. Any such faculty are hereby forewarned that the President intends to "have a cup of coffee with you" and discuss the matter further.

**Executive Council meeting with President + Provost:** The Executive Council (EC) had its first regularly scheduled meeting of the semester with the President and Provost on Monday, 5 October.

At the request of constituents from the College of Education, a question regarding the (relatively) new travel policies was asked, specifically whether the stated goal of cost savings was being met. The EC was promised forthcoming details on this.

Issues with the Early Warning/Referral system, powered by the MAP-Works program, were raised. Apparently, and as addressed in a 19 October campus-wide email from the Provost, the company made changes to the program without warning. The administration is aware of the problems experienced by all, and is not satisfied with the current state of affairs.

Looming changes to employee health care benefits were also discussed. The President reminded the EC that these changes are necessary given the new budget adopted in the wake of the Self Study, which assumes approximately \$700,000-750,000 in savings on employee health care. The university is currently shopping around with providers, and the possibility exists that Anthem will be dropped altogether. More information was promised by November, and assurances were made that we would have plenty of time to understand new plans and make decisions before the open enrollment period.

The President and Provost were asked about the issue of the 50% funding for merit pay raises following the last academic year, particularly the question of how and when the 50% funding outcome was communicated to faculty. The option of funding merit raises at 50% was apparently listed at a PLC meeting during the spring 2015 term, and all faculty have representation on the PLC. According to the President, this should settle the matter, but the EC maintains that communication on the issue was poor, as many faculty were completely unaware until they received their salary letters over the summer.

In response to current Senate efforts to analyze the university budget, led by Chair-elect Mike Dobranski and his Senate Issues subcommittee, the President offered to help coordinate a meeting for the subcommittee with university CFO Beth Patrick and Teresa Lindgren from the budget office.

Some discussion was also had regarding the faculty survey prepared and administered by the Senate Evaluations subcommittee during the spring 2015 term. The President feels that the survey was directed personally at him and the Provost, and also that it was a flawed instrument. His suggestion is that Senate Evaluations should work with Institutional Research (IR) on an updated version of the "Are We Making Progress Survey?" instead of constructing its own. It was agreed that Evaluations would work with IR, but as a supplement to and not a substitute for its own work.

## IN WHICH THE SUBCOMMITTEE CHAIRS DELIVERED THEIR REPORTS

**Governance:** A nomination to the Excellence in Teaching committee was put forward and approved. Senator Tim Simpson also provided an update on the ongoing university standing committee membership audit, stating that greater than 95% of listed members have been contacted.

**Academic Issues:** A new member for this committee was announced by Senator Sue Tallichet, specifically Senator Eric Jerde, who was shifted to Academic Issues in order to facilitate coordination with his new non-Senate, *ad hoc* committee working on issues with the new class scheduling system. This *ad hoc* committee, led by Senator Jerde, includes faculty members from affected departments as well as Dean Roger McNeil of the College of Science, and has been tasked by the Provost with devising equitable solutions for the lost instructional time. Academic Issues had already taken up this issue, hence the shift in Senator Jerde's subcommittee assignment.

Senator Tallichet also introduced a resolution, drafted largely by Senator Sandra Riegle and first discussed at the last Academic Issues meeting. This resolution (see Appendix D) is intended as a general statement of support for the Morehead State LGBT community and their equal rights, and was inspired by recent events regarding the Rowan County clerk. This resolution was given some debate and, at the urging of Senator Morrison, the Senate proceeded immediately to a vote on the resolution in light of the planned 19 October visit to MSU by the Westboro Baptist Church. The resolution was passed unanimously by the Senate.

**Faculty Welfare & Concerns:** There was no additional report from this subcommittee following the earlier action on PAC-34.

**Evaluations:** Senator Ken Henderson had no additional information following the earlier discussion on surveys from the EC meeting with the President and Provost.

**Senate Issues:** See the earlier discussion regarding budget issues from the EC meeting with the President and Provost. Chair-elect Dobranski additionally urged any senators with budget-related questions to let him know.

### REGENT REPORT

Faculty Regent Berglee provided a brief update to the Senate. Points of major interest included the action taken by the BoR to approve PG-6 (as mentioned above) and a new revised operations manual for the MSU Police Department. Also, the BoR approved the President's plan to acquire the current Rowan County Board of Education building located behind the Lappin Hall parking lot. An exact timetable for this is not yet in place, but it is likely that said building will initially serve as temporary office space for individuals displaced by the ADUC renovations, scheduled to begin in March 2016.

## APPENDIX A

Section 12 of PAc-27 (copied directly from the online personnel policy manual)

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### 12. APPOINTMENT WITH TENURE FOR ACADEMIC ADMINISTRATORS

The appointment with tenure of academic administrators such as Provost, College Deans, Associate Deans, and Department Chairs may be made if the following procedure is followed:

- (1) The position's search committee must recommend the candidate for tenure and forward the recommendation and the candidate's credentials to the hiring supervisor, who will solicit a recommendation from the appropriate department tenure committee.
- (2) When considering an appointment with tenure for a College Dean, the Provost will solicit a recommendation from the appropriate department tenure committee.
- (3) When considering an appointment with tenure for a Department Chair or Associate Dean, the Provost will solicit a recommendation from the appropriate department tenure committee and College Dean.
- (4) The Provost will forward the recommendations for appointment with tenure to the President.
- (5) The President will review the recommendations and present his or her recommendation to the Board of Regents for approval.

Successful attainment of tenure in these appointments will not result in automatic promotion to the next higher rank.

Appointment with tenure is not applicable for the chairperson of the Department of Military Science.

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## APPENDIX B

Draft resolution regarding administrative appointments and associated PAcS; introduced and tabled pending further discussion at 15 October 2015 Senate meeting

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Whereas the appointment of academic administrators discussed in part 12 of PAc-27: Tenure refers specifically to candidates who do not have tenure at MSU, and outlines a process that is implemented only if a search committee recommends that the candidate be given tenure, and

Whereas PAc-24: Compensation and Faculty Assignment of Administrators Holding Rank clearly states that “Administrators who hold academic rank may apply for promotion and/or tenure through normal promotion and tenure channels,”

Therefore be it resolved that the promotion process for internal candidates for academic administrative jobs, who hold academic rank of Assistant Professor or higher, is the standard process outlined in PAc-2. Furthermore be it resolved that the administration should accurately and consistently apply standard policy (defined in PAcS) in all situations governed by those policies (PAcS).

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## **APPENDIX C**

PAC-34 revision given second reading and approved by the Senate at 15 October 2015 meeting

1 **Policy: PAc-34**

2 **Subject: ~~Alternative Career~~Non-Tenure-Track**  
3 **Faculty**

4 Approval Date: 3/16/02

5 Revision Date: 6/15/05

6 **PURPOSE:**

7 The purpose of this policy is to provide guidelines for the hiring of part-time Lecturers or full-  
8 time Instructors to address instructional needs of departments in which program requirements  
9 and teaching demands exceed staffing capacity of tenured and tenure-track faculty.

10 ~~The titles of part-time Lecturer and full-time Instructor are reserved for non-tenure-track~~  
11 ~~faculty employed to address instructional needs of departments in which program requirements~~  
12 ~~and teaching demands for developmental, associate-level, and specialty courses exceed staffing~~  
13 ~~capacity of ST-1 faculty. While primary responsibility for upper-division and graduate~~  
14 ~~instruction remains, across the University, with tenured and tenure-track faculty, such courses~~  
15 ~~may be assigned to "non-tenure-track faculty" who hold the proper academic credentials, as per~~  
16 ~~PAc-1, when they cannot be taught by ST-1 faculty~~

17 **GENERAL DESCRIPTION:**

18 **Lecturers** (formerly referred to as *part-time* or *Adjunct* faculty) are employed less than full time  
19 without University retirement or insurance benefits on a class-by-class or semester-by-semester  
20 basis. Although there is no assurance of continuing employment, neither is there a limit to the  
21 number of years one may serve as a Lecturer. Lecturers should have successful teaching  
22 experience.

23 **Instructors** (formerly referred to as *fixed-term* instructors) are full-time employees contracted  
24 with full benefits for a one-year term ~~with a teaching load of no more than 27 credit hours~~  
25 ~~recommended.~~ The teaching load for instructors is outlined in PAc-29 (Faculty Workload). With  
26 the approval of the department chair and college dean, Instructors may have appointments  
27 renewed on an annual basis provided there are continued/justified instructional needs, adequate  
28 funds, and satisfactory evaluations according to departmental faculty evaluation plans (FEPs).

29 While Instructors will be evaluated primarily on teaching, they may provide service on  
30 departmental committees. Qualified Instructors may apply for tenure-track positions as they  
31 occur ~~and may request to apply up to 3 years of service toward tenure.~~

32 At the time of employment a contract issued to a non-tenure-track faculty member shall  
33 explicitly state the rank, and that the position is not tenurable. The title "Artist-in-Residence" or

34 other appropriate title may be used synonymously with these types of appointments when  
35 appropriate.

### 36 **GENERAL GUIDELINES:**

37 In order to protect the tenure standing at the University, the percentage of faculty holding non-  
38 tenure-track appointments shall not exceed percentages of the total faculty set by appropriate  
39 discipline-specific accrediting agencies. It is the responsibility of the Office of the Provost to  
40 make every effort possible to ensure that these limits are not exceeded.

41 Qualifications for appointment of non-tenure-track faculty should be flexible enough to meet the  
42 needs of each academic unit yet meet all applicable current criteria of the appropriate accrediting  
43 bodies consistent with accreditation standards. Minimum qualifications are listed in PAC-1. ~~shall~~  
44 ~~be a degree appropriate to the teaching assignment or equivalent experience in the field or related~~  
45 ~~field. An earned doctorate or equivalent experience in the field or related field is preferred for~~  
46 ~~teaching upper level courses. All appointments shall meet all applicable current criteria of the~~  
47 ~~appropriate accrediting bodies.~~

48 While non-tenure-track faculty may teach courses at all levels (developmental, lower-division,  
49 upper-division, and graduate), upper-division and graduate courses should be taught only when  
50 these courses cannot be taught by tenured or tenure-track faculty. Also, a terminal degree or  
51 equivalent experience in the field or related field is preferred when it is anticipated that non-  
52 tenure-track faculty will be teaching upper-division or graduate courses.

### 53 **PROCEDURE FOR RE-CLASSIFYING POSITIONS AND RE-ASSIGNING OR HIRING** 54 **OF INSTRUCTORS:**

55 Tenure-track positions may be filled by an instructor only under one of the following conditions:  
56 (1) when a search for a tenure-track position has not resulted in a qualified hire or when  
57 sufficient time is not available to pursue a successful search, in which case the instructor position  
58 will be used until a qualified candidate has been selected for the tenure-track position through a  
59 standard search; (2) when, in the judgment of the department chair, dean, and Provost,  
60 enrollment patterns within the department/program or other conditions warrant filling a tenure-  
61 track position with an instructor as needed; in which case the department faculty will be  
62 consulted.

63 Any faculty member who has previously served or is currently serving as an instructor is eligible  
64 for application and appointment, upon approval, to the positions. It is the responsibility of the  
65 department chair to select and interview candidates, but, whenever possible, candidates should  
66 meet with all members of the respective department relevant program.

### 67 **ANNUAL REVIEW OF NON-TENURE-TRACK STAFFING FACULTY NEEDS:**

68 Each department will annually review its staffing needs with regard to the -nature and number of  
69 non-tenure-track positions needed for the following year. Should a need for additional non-  
70 tenure-track-faculty be identified, the department should prepare a request indicating the nature

71 and number of additional non-tenure-track faculty needed. ~~The request may be for one or more~~  
72 ~~additional tenure track lines, conversion of an instructor line to tenure track, or additional~~  
73 ~~instructor lines.~~

74 **TERMINATION OF NON-TENURE-TRACK FACULTY APPOINTMENTS:**

75 Appointments of non-tenure-track faculty may be terminated before contract expiration for the  
76 reasons described in the appropriate ~~section of the Faculty Handbook~~ policies and regulations  
77 and according to the procedures described therein.

78 **RENEWAL OR NON-RENEWAL EVALUATION OF NON-TENURE-TRACK**  
79 **FACULTY:**

80 No later than May 1 of each year, and earlier if possible, all individuals holding the title of  
81 "Instructor" shall be notified ~~if they will be retained for the following academic year that (1) they~~  
82 ~~will be renewed for the following academic year, or (2) they will not be renewed for the~~  
83 ~~following academic year. However, if a clear need emerges after May 1, Instructors receiving~~  
84 ~~positive evaluations who were not renewed are eligible to be rehired. Such~~ Any notification of  
85 renewal or non-renewal shall have been preceded by a performance ~~evaluation similar to tenured~~  
86 ~~and tenure-track faculty. The review will be based on the relative~~ procedures and criteria for  
87 ~~performance expectations as defined outlined~~ in the departmental FEP ~~and any salary~~  
88 ~~adjustments will fall within the PBSI Guidelines as established for all full-time faculty.~~

89 ~~Morehead State University is committed to quality teaching, learning and the improvement of~~  
90 ~~teaching through assessment. The use of various means of formative assessment provides a~~  
91 ~~comprehensive picture of an individual's development as a teacher. Therefore, the position of~~  
92 ~~Morehead State University is that assessment of teaching be, first and foremost, formative and~~  
93 ~~used for the purpose of improving teaching. Morehead State University is committed to~~  
94 ~~supporting faculty of all ranks in order to develop a cohesive community of teachers and~~  
95 ~~learners.~~

96 ~~Instructors not notified by May 1 will be eligible for rehire as an instructor at the time that a clear~~  
97 ~~need has been identified and upon completion of a performance evaluation as outlined in the~~  
98 ~~foregoing paragraph.~~ When possible, instructors with more than three years of consecutive  
99 service will be given at least a 12-month notification of non-renewal.

100 **FACULTY RIGHTS AND PRIVILEGES OF NON-TENURE-TRACK FACULTY:**

101 The university guarantees academic freedom and due process for All all non-tenure-track  
102 faculty. shall be afforded rights of academic freedom and due process.

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## **APPENDIX D**

Resolution regarding support for LGBT community and equal rights, passed by the Senate at 15 October 2015 meeting

“The core legal obligations of States with respect to protecting the human rights of LGBT people include obligations to:

- Protect individuals from homophobic and transphobic violence.
- Prevent torture and cruel, inhuman and degrading treatment.
- Repeal laws criminalizing homosexuality and transgender people.
- Prohibit discrimination based on sexual orientation and gender identity.
- Safeguard freedom of expression, association and peaceful assembly for all LGBT people.”<sup>1</sup>

Toward that end, and given the volatile and, at times, outright hate speech MSU’s LGBT students, faculty and staff have encountered in recent months we, the Morehead State University Faculty Senate, declare our support for all MSU students, faculty and staff, regardless of sexual orientation or gender identity. As faculty and as members of the larger community, we recognize the importance of accepting all of our differences, as well as our commonalities. Further, we decry all hate speech, as it not only creates a hostile environment, but it establishes unsafe conditions that potentially threaten the learning and well-being of our students, faculty, and staff. We urge all members of the campus community to work to bring an end to all discrimination against the LGBT community.