

**2015-2016 Morehead State University Faculty Senate
Minutes - November 5, 2015
Riggle Room**

Call to Order: 3:46 p.m.

Senators: Annie Adams (Chair), Sanjeev Adhikari, Royal Berglee (Regent, ex officio), Katy Carlson, Hans Chapman, Ophelia Chapman, Chris Cottingham, Jennifer Dearden, Nathan Dishman, Mike Dobranski, Anthony Dotson, Lynn Geurin, Cyndi Gibbs, Gina Gonzalez, Timothy Hare, John Hennen, Eric Jerde, Thomas Kiffmeyer, Gary LaFleur*, Jennifer Little, Rus May, Gregory McBrayer, Beverly McCormick, Elizabeth McLaren, Ron Morrison, Sam Nataraj, Sean O'Keefe, Daryl Privott, Steven Ralston (Provost, ex officio), Steven Reid, Gilbert Remillard, Sandra Riegle, Brent Rogers, Chad Rogers, Roma Prindle*, Kim Sharp, Bo Shi, Tim Simpson, Joyce Stubbs, Sherry Surmont (Secretary), Sue Tallichet, Cathy Thomas, Michele Walters, Wesley White

*Senators Absent Are Underlined Above and an * Denotes an Excused Absence*

Approval of Faculty Senate Minutes

Motion: To approve 10/29/2015 Faculty Senate Meeting Minutes

Vote: Passed

Announcements

Chair Adams discussed the following topics:

- Senator Henderson resigned from the Senate, so there is a vacancy on the Executive Council for a member representing the College of Business. There will be a special election at the next senate meeting to fill the vacancy.
- Chair Adams gave a summary of the most recent President's Leadership Council, which mainly focused on the University's health care benefits, the VP for Student Success hiring committee, and the Student Success organizational chart. The highlights of these topics include:
 - The VP of Student Success information can be found on the MSU portal under employee services and PLC.
 - The University will be sticking with Anthem as the health insurance provider for 2016.
 - There will be a 9.9% premium increase for both blue and gold plans that was negotiated down from 19%.
 - Premium contribution ratios will continue to to 75% MSU and 25% employee.
 - The University will cut their contribution to employees' HRA plan by 50%.
 - Tobacco users will have a higher insurance premium than non-tobacco users.

Chair Elect Dobranski spoke about MSU pension liability that was discussed during the Board of Regents' meeting on Nov. 5th. There is a concern that Governor-elect Bevin will have new state employees enroll in a 401K instead of contributing to KERS or KTRS which will cause MSU's pension liability will grow.

Second Reading of Reconciled PAC-26

Senator Carlson gave the second reading for the reconciled version of PAC-26

The reading brought forth a long debate among Senators and brought several motions to the floor. Most notable debate was over "tenure is a property right", which led to the following motions. Please see the communications report for details of the discussion.

Motion: To include the following language from the version of PAC-26 passed by Senate in Spring of 2015 into the current document (**Senator May**)

A fundamental academic value, which must guide both policy and procedure, is that of safeguarding tenure. Morehead State University ("University") recognizes that tenure is a property right. Tenure

**2015-2016 Morehead State University Faculty Senate
Minutes - November 5, 2015
Riggle Room**

protects more than simply the right of individual faculty; it also insures that ideas, concepts, and doctrines may be examined without fear or favor; that fact and truth may be pursued in research without dictation; and that teaching may be done without reprisals. In short, tenure protects the exercise of the basic functions of the University and the reasons for its being. Morehead State University recognizes that maintaining and protecting tenured faculty is in the best interests not only of the University, but also of the region and people that it serves.

It is recognized that a tenured appointment of a faculty member is a commitment by the University to the continuous appointment of the faculty member; faculty are tenured to the University. However, the tenured status of a faculty member may be terminated due to retirement; resignation and acceptance thereof; removal for cause; or the decision of the Board of Regents that termination of faculty is necessary due to financial exigency or bona fide formal discontinuance of program. When the University proposes to discontinue a program, it should plan to bear the costs of relocating, retraining, or otherwise compensating faculty members adversely affected.

Motion: To strike the sentence, *When the University proposes to discontinue a program, it should plan to bear the costs of relocating, retraining, or otherwise compensating faculty members adversely affected*, from the language about Academic values and tenure. **(Senator Remillard)**

Vote: Passed (Yes 20, No 7)

Motion: To split the language in the Academic Values and Tenure as follows: **(Senator Jerde)**

1. A fundamental academic value, which must guide both policy and procedure, is that of safeguarding tenure. Morehead State University ("University") recognizes that tenure is a property right. Tenure protects more than simply the right of individual faculty; it also insures that ideas, concepts, and doctrines may be examined without fear or favor; that fact and truth may be pursued in research without dictation; and that teaching may be done without reprisals. In short, tenure protects the exercise of the basic functions of the University and the reasons for its being. Morehead State University recognizes that maintaining and protecting tenured faculty is in the best interests not only of the University, but also of the region and people that it serves.

It is recognized that a tenured appointment of a faculty member is a commitment by the University to the continuous appointment of the faculty member; faculty are tenured to the University. However, the tenured status of a faculty member may be terminated due to retirement; resignation and acceptance thereof; removal for cause; or the decision of the Board of Regents that termination of faculty is necessary due to financial exigency or bona fide formal discontinuance of program.

2. When the University proposes to discontinue a program, it should plan to bear the costs of relocating, retraining, or otherwise compensating faculty members adversely affected.

Vote: Passed (Yes 33, No 1)

End result of the previous three motions: To include the language below into the current reconciled PAc 26:

A fundamental academic value, which must guide both policy and procedure, is that of safeguarding tenure.

**2015-2016 Morehead State University Faculty Senate
Minutes - November 5, 2015
Riggle Room**

Morehead State University ("University") recognizes that tenure is a property right. Tenure protects more than simply the right of individual faculty; it also insures that ideas, concepts, and doctrines may be examined without fear or favor; that fact and truth may be pursued in research without dictation; and that teaching may be done without reprisals. In short, tenure protects the exercise of the basic functions of the University and the reasons for its being. Morehead State University recognizes that maintaining and protecting tenured faculty is in the best interests not only of the University, but also of the region and people that it serves.

It is recognized that a tenured appointment of a faculty member is a commitment by the University to the continuous appointment of the faculty member; faculty are tenured to the University. However, the tenured status of a faculty member may be terminated due to retirement; resignation and acceptance thereof; removal for cause; or the decision of the Board of Regents that termination of faculty is necessary due to financial exigency or bona fide formal discontinuance of program.

Vote: Pass (Yes 27, No 4)

Motion: To include the following language to the current reconciled version of PAC 26: **(Rus May)**

When the University proposes to discontinue a program, it should plan to bear the costs of relocating, retraining, or otherwise compensating faculty members adversely affected.

Vote: (Yes 11, No 16)

Motion: To approve the current reconciled PAC 26 **(Senator Carlson on behalf of the reconciliation committee)**

Vote: (Yes 29, No 1)

Second Reading of Reconciled PAC-22

Senator Carlson gave the second reading for the reconciled version of PAC-22

Several motions were brought forth by Senator Remillard to clean up language throughout the reconciled PAC to make it as clear and concise as possible. The most notable debate/discussion among the Senators was line 146 changing the days the accused has to reply to the Administration from 10 days to 20 days.

Motion: To replace language in lines 146 – 150 with "The accused will have 10 business days from the date of receipt of the Notice of Intent to elect one option (1a, 2a, 3a, 1bi, 1bii, 2b, or 3b) and to inform the President, the Provost/VPAA, and the Dean of the accused's college, in writing, of the option elected. If the accused fails to inform the foregoing individuals of the option elected within the allotted time, then the accused will have passively elected option (3a) for a Notice of Intent to Discipline and option (3b) for a Notice of Intent to Remove for Cause."
(Senator Remillard)

Motion: To split Senators motion for language change in lines 146-150 in order to separate the general language and the number of days. **(Senator Jerede)**

Vote: Passed (Yes 31, No 0)

Motion: To replace language in lines 146 – 150 with "The accused will have (*Non specified days*) business days from the date of receipt of the Notice of Intent to elect one option (1a, 2a, 3a, 1bi, 1bii, 2b, or 3b) and to inform the President, the Provost/VPAA, and the Dean of the accused's college, in writing, of the option elected. If the accused fails to inform the foregoing individuals of the option elected within the allotted time, then the accused

**2015-2016 Morehead State University Faculty Senate
Minutes - November 5, 2015
Riggle Room**

will have passively elected option (3a) for a Notice of Intent to Discipline and option (3b) for a Notice of Intent to Remove for Cause." **(Senator Remillard)**

Vote: Passed (Yes 34, No 0)

Motion: To change the days in line 146 to 20 days. **(Senator Gibbs)**

Vote: (Yes 29, No 3)

Motion: To change the number of days on line 166 to 30 days. **(Senator Carlson)**

Vote: Passed (Yes 30, No 0)

Motion: To replace "notice" with "Notice of Intent" on Line 166. **(Senator Remillard)**

Vote: Passed (Yes 31, No 0)

Motion: To insert "intended" before "disciplinary" on Line 166. **(Senator Remillard)**

Vote: Passed (Yes 31, No 0)

Motion: To Insert "for cause" after "removal" on Line 184. **(Senator Remillard)**

Vote: Passed (Yes 34, No 0)

Motion: To Insert "and proceed to an abbreviated hearing before the BOR." after "Notice of Intent" on Line 189. **(Senator Remillard)**

Vote: Passed (Yes 31, No 0)

Motion: To insert "that the President decides upon" after "action" and delete "or if the President determines after the FHB rules, that discipline short of removal should occur" on Lines 369 – 370.

Vote: Passed (Yes 31, No 0)

Reports:

Due to the long discussions, debates, and motions of PAcS 26 and 22, there were no reports given.

Next meeting: November 19, 2015 – Riggle Room (ADUC)

Meeting Adjourned: 5:35 p.m.

Minutes Taken By: Sherry Surmont, Faculty Senate Secretary