

**2015-2016 Morehead State University Faculty Senate
Minutes – October 15, 2015
Kibbey Seminar Room**

Call to Order: 3:45 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, Kenneth Henderson, 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

Proxy: Senator Gonzalez for Senator Dearden

Approval of Faculty Senate Minutes

Motion: To approve 9/17/2015 Faculty Senate Meeting Minutes

Vote: Passed

Announcements: Chair Adams discussed the following topics:

- Update on PG-6
 - The policy has been approved by the Board of Regents.
 - The Senate recommendations to the policy were not included; they will be added to the UAR.
- Update on PAC-22 and PAC-26
 - The reconciled version of PAC-22 is close to completion and will hopefully be brought to the next Senate meeting.
 - A clean version of PAC-26 has provisionally been approved by the Provost. The Reconciliation team is discussing steps forward.
- EC meeting with President and Provost
 - A question was raised by faculty members in the College of Ed if the new centralized travel coordination is saving the University money; President Andrews will be getting back to the EC with the details.
 - Map-Works has initiated a new version of the early warning referral component without warning, the new version is problematic but functional.
 - Open enrollment for Health Care is planned for November, but the University is seeking new providers and could possibly become self-insured.
 - 50% merit funding was discussed in the President Leadership Council (PLC) in the spring (2015); the ED were told that faculty has representation on the PLC and that information should have been distributed to faculty campus wide.
 - Issues will be developing specific budget questions for Beth Patrick and Teresa Lindgren to get those questions answered. If faculty have budget questions in mind or would like to attend that meeting get in touch with Chair Elect Dobranski.
 - President Andrews expressed concerns about the survey distributed to faculty last spring and suggested that Senate work with the office of Institutional Research and bring back the “Are We Making Progress” survey.

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PAC-27 and Appointment to Administration

Chair Adams had been contacted by a faculty member for clarification of PAC-27—particularly part 12 regarding faculty being appointed/promoted to an administrative positions. There was a great deal of debate over this issue, and a resolution was brought forward. For detailed information please see the 10/15/2015 communications report.

Motion: To table the discussion of the resolution regarding PACs 27, 24, and 2 (**Senator Stubbs**)

Vote: Passed (Yes 29 No 0)

Reports:

Faculty Welfare & Concerns: Senator Carlson gave the second reading of PAC-34

Motion: To approve revised PAC-34 – *attached (Faculty Welfare & Concerns)*

Vote: Passed (Yes 30 No 0)

Governance: Senator Simpson stated that approximately 85% of the members on the Standing & Advisory committees have been contacted to confirm their membership. The Governance committee is now waiting for replies.

Motion: To approve Dr. Yasin as a replacement for Dr. Lyons on the Excellence in Teaching committee (**Governance Committee**)

Vote: Pass (Yes 29 No 0)

Academic Issues: Senator Tallichett updated the Senate on committee work/developments. The committee:

- Continues to review FEPs.
- Is evaluating the new class schedule.
- Has welcomed Senator Jerde to their team.
- Have investigated questions regarding intellectual property and online classes.
- Will respond to Senator Sharp's concerns and look for a solution to holding grad students accountable.

Senator Riegle noted that the committee had also drafted a statement of faculty support for LGBT rights. Citing the Westboro's Church forthcoming visit to MSU's campus, Senator Morrison requested that the Senate vote on this statement at the current meeting.

Motion: To issue a statement regarding LGBT Rights - *statement attached (Academic Issues)*

Vote: Passed (Yes 23 No 0)

Evaluations: Senator Henderson stated that Evaluations will be meeting with folks in the office of Institutional Research.

Faculty Issues: Chair-Elect Dobranski noted that the evaluation of the budget continues. He will be contacting Teresa Lindgren in the budget office. If anyone has specific budget questions feel free to contact Chair Elect Dobranski.

Regents: The Board of Regents had a business meeting on 9/24/2015 and approved several items on the agenda including:

- Revised PG 6
- Revised police operational and procedures manual
- Gave permission for the University to inquire on the acquisition of the Board of Ed building
- Approved educational leave for Amy Brown (2016 Spring)

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Next meeting: October 29, 2015 – Commonwealth Room (ADUC)

Meeting Adjourned: 5:35 p.m.

Minutes Taken By: Sherry Surmont, Faculty Senate Secretary

Policy: PAc-34

Subject: Non-Tenure-Track Faculty

Approval Date: 3/16/02

Revision Date: 6/15/05

PURPOSE:

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

GENERAL DESCRIPTION:

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

Instructors (formerly referred to as *fixed-term* instructors) are full-time employees contracted with full benefits for a one-year term. The teaching load for instructors is outlined in PAc-29 (Faculty Workload). With the approval of the department chair and college dean, Instructors may have appointments renewed on an annual basis provided there are continued/justified instructional needs, adequate funds, and satisfactory evaluations according to departmental faculty evaluation plans (FEPs).

While Instructors will be evaluated primarily on teaching, they may provide service on departmental committees. Qualified Instructors may apply for tenure-track positions as they occur.

At the time of employment a contract issued to a non-tenure-track faculty member shall explicitly state the rank, and that

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the position is not tenurable. The title "Artist-in-Residence" or other appropriate title may be used synonymously with these types of appointments when appropriate.

GENERAL GUIDELINES:

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

Qualifications for appointment of non-tenure-track faculty should be flexible enough to meet the needs of each academic unit yet meet all applicable current criteria of the appropriate accrediting bodies. Minimum qualifications are listed in PAC-1.

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

PROCEDURE FOR RE-CLASSIFYING POSITIONS AND RE-ASSIGNING OR HIRING OF INSTRUCTORS:

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

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

ANNUAL REVIEW OF NON-TENURE-TRACK FACULTY NEEDS:

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

TERMINATION OF NON-TENURE-TRACK FACULTY APPOINTMENTS:

Appointments of non-tenure-track faculty may be terminated before contract expiration for the reasons described in the appropriate policies and regulations and according to the procedures described therein.

RENEWAL OR NON-RENEWAL OF NON-TENURE-TRACK FACULTY:

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No later than May 1 of each year, and earlier if possible, all individuals holding the title of "Instructor" shall be notified that (1) they will be renewed for the following academic year, or (2) they will not be renewed for the following academic year. However, if a clear need emerges after May 1, Instructors receiving positive evaluations who were not renewed are eligible to be rehired. Any notification of renewal or non-renewal shall have been preceded by a performance review based on the procedures and criteria outlined in the departmental FEP.

When possible, instructors with more than three years of consecutive service will be given at least a 12-month notification of non-renewal.

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

The university guarantees academic freedom and due process for all non-tenure-track faculty.

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LGBT Rights Statement

“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.”¹

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.

¹ <http://www.ohchr.org/EN/Issues/Discrimination/Pages/LGBT.aspx>