



FACULTY SENATE COMMUNICATIONS REPORT

April 19, 2018 meeting

“Get in losers, we’re going shopping” (Overview)

Faculty Senate held its fifteenth official meeting on the nineteenth of April. It received a report from the President and hosted the Travel Coordinator, Harry Floyd. After a second reading of a revised PAC-2, the body also approved the slate of nominations for standing committees.

“Stop trying to make fetch happen! It’s not going to happen!” (Announcements)

Chair Tallichet relayed:

- There will be an Earth Day Celebration & Sustainability Fair on April 20th from 10:00 a.m. to 3:00 p.m. on the lawn of Allie Young.
- The Celebration of Student Scholarship is April 25th.
- Eagle Lake Clean Up Friday is April 27th, from 10:00 a.m. to 4:00 p.m.
- Faculty are strongly encouraged to attend commencement. (The Craft commencement will be May 12th at 5 p.m. in Button)
- Departments need to secure Senate representation for the upcoming year. Any necessary elections should be held as soon as possible. Please remember that instructors vote for Senators; they just cannot run for office.
- There will be a reception for Provost Ralston on May 1st.

“Raise your hand if you have ever been personally victimized by Regina George.” (President’s report)

Chris Schroeder has been appointed the chair of the Department of Mathematics and Physics. The current chair of the Department of Middle Grades has opted for phased retirement. Instead

of appointing a replacement for Dr. Willis, academic leadership is having affected faculty report to Dr. April Miller as a cost-saving measure (right now, Middle Grades is “somewhat inexplicably” one of the highest cost departments on campus).

The Governor has until April 26th to sign a bill that would eradicate tuition waivers that allow non-MSU employees to take courses at our institution. Even if the bill is signed, MSU employees (and their dependents) will still receive tuition remission here. Another bill, if signed into law, would alleviate the 5.71% tax the institution pays for employees in optional retirement programs. The pension/sewer bill is under litigation. If the judge rules that the bill can stand (a decision is to be made by July 14th), there are many particulars we will have to work through. Until the matter is settled (i.e., until the bill is no longer under litigation), we have been advised to continue purchasing sick leave credit for employees. (Note: the bill has specific language within it that limits the amount of sick leave that may be applied to pensions.)

The President has personally met with the 9-10 faculty members who agreed to phased retirement, to inform them of legislative developments, and to let them know what the institution can and can not promise until there is some clarity in Frankfort.

What we definitively know: MSU is receiving a 6.7% reduction in state appropriations. This number includes the 6.25% “across the board” cut to all schools (which, for us, is \$2.59m) and the loss of funding for the Folk Arts Center (\$200,000).

Dr. Morgan is well aware of the language regarding tenure in the budget bill, but he has no interest in utilizing the specific provisions therein to start a “tenure fight” at MSU. While we clearly have more work to do, our numbers are not as catastrophic as those of other schools. We’ve all heard about the cuts the ECU Board of Regents approved. NKU has let 78 faculty go, and WKU, which already trimmed \$15m from its budget, is now beginning “round two” of its cost-reduction strategizing, and looking to recoup another \$16m. If MSU ends up in a position where we have to let faculty go, we have a policy that governs such elimination (PAC-26), which is far less draconian than the provisions outlined in the biennial budget.

We are entering performance funding “hot and heavy.” The money restored to higher education in the House budget was whittled, in the final bill, to a \$31m lump sum that will be apportioned using the performance funding model (without the equity measures benefitting NKU and WKU). ***MSU qualifies for none of this money. Under the current formula, in 2018-19, we get \$0, in 2019-20, we lose \$385,000, and, in the first year of the next biennium, we lose \$750,000. The year after that, we lose a whopping \$3.8m.***

Our abysmal performance within the model is why we are reviewing everything we can to better meet the metrics, from retitling positions to reclassifying space on campus. VP Oatman has already found a way to designate 100,00 square feet as “instructional,” and we are looking at ways to minimize our losses in regards to Laughlin, Weatherby, and Butler. These buildings are “not good investments for us,” as they need significant upkeep and repair.

Our budget gap, which we need to close by July 1st, is getting smaller, and we have made this reduction without having to affect class schedules. For every retirement and resignation, money has been placed back into the departments to ensure that courses that would have been taught by the exiting faculty can still be covered (by adjuncts, AVPs, and the like).

There will undoubtedly be layoffs, but Dr. Morgan is still looking for any and all opportunities to produce savings before he resorts to terminations. When asked if these involuntary separations will include faculty, Dr. Morgan stated that that would depend on SOAR numbers. So far, most of our reductions have occurred through vacated lines, retirements, and resignations.

“Four for you, Glen Coco! You go, Glen Coco.” (Visit by the Travel Coordinator, Harry Floyd)

Harry Floyd walked faculty through the materials that are available via the portal. After repeatedly requesting an A-Z link for Travel Services, Mr. Floyd has been able to secure more direct access for faculty. The “Procurement Services” group site houses all of the information for travel, and there is a specific link to the travel request form under “Manage Travel.” (Note: Mr. Floyd is NOT responsible for the names of the links. He too would rather have travel under “Travel,” but the decision was made at IT.)

While reviewing the travel request process, Mr. Floyd highlighted a number of points, among them:

- Faculty have to include their supervisor’s ID along with their own. (Note: Mr. Floyd realizes that email addresses were more convenient, but the system uses Sharepoint, so MSU IDs are required. Again, an IT directive.)
- There are a number of expenses in regards to booking and cancelation that MSU cannot control. Those are under the purview of airlines, not his office.
- Faculty need their driver’s licenses when they pick up a rental car. (If faculty are traveling in-state, they may receive one of our state cars, but, in many cases, we rely on rentals.)
- Faculty need to check off everything they wish to be taken care of under “Travel Services Required.” In the past, faculty and Travel Services were not always coordinated, and this caused no end of trouble for faculty. Travel Services sought to rectify this by actively deferring to faculty, so please designate your preferences on the form.
- Faculty need to include the web addresses where conference fees are paid, and they may need to provide Mr. Floyd with login information.

A number of Senators asked Mr. Floyd particular questions regarding costs. While he is aware of the fact that we receive rebates from our cards, he could not speak to specifics regarding overall savings. (The main concern here was that “kickbacks” appear to be going to a general slush fund, not to departmental travel budgets or to grant lines.) One Senator suggested that we might save money if students were hired to drive faculty to the airport (thus saving the expense of parking cars at the airport), while another asked if we could decouple staff travel from that of

faculty, as the bureaucratic oversight of individual faculty travel can actually *add* costs (e.g., faculty can often find cheaper flights earlier than the travel office).

“I think I’m joining the Mathletes.” (General Education update)

Senator Adams, who served as proxy for Chair-Elect Hare at the last General Education Council meeting, gave a brief report. The committee approved extended (or E) versions of Math 123 and 135. These courses, which will help to create a Math “pathways” of sorts, were created in compliance with CPE directive to eliminate developmental education. Dev ed, as we know it, will be extinct in a few years.

FYS, which will no longer be tied to (our now defunct) QEP, is being revamped to focus on recruitment and retention. The GEC will receive a report on this at the next meeting. (Note: AVP Couch had no word on a new QEP. All she knew is that one would need to be developed.) Some Senators questioned the wisdom of requiring staff to teach retention focused courses.

The assessment numbers for General Education are quite good. For the first time ever, we have a high enough participation/submission rate, and we are actually meeting all of our SLOs. The challenge now is to demonstrate how we are contributing to a cycle of improvement. Possible ways to demonstrate improvement are upping numbers, raising achievement goals, rendering assessment more consistent across sections, or clarifying measures. Senators were encouraged to share their thoughts with the members of the GEC on these issues.

“The limit does not exist!” (PAC-2 Second Reading)

During a second reading of the revised policy, Senate voted to:

- Shift lines 42-47 up to clarify how long a candidate would have to be at MSU before s/he would be eligible for promotion.
- Cut lines 86-97 (which repeats language in PAC-27) and cross-reference PAC-27 instead.

They also discussed the problem of committee representation, opting to favor full professors over assistant professors, and allowing candidates themselves to be part of the decision-making process for selecting members outside of the department (should such outside members be required). While all noted that the shrinking number of faculty at MSU created problems for the formation of three separate committees, particularly in small colleges where department and college committees may be somewhat coterminous, the body did not agree on a solution to this problem. Chair-Elect Hare moved to eliminate the college-level committee, contending that disciplinary knowledge was embodied in the department committee and institutional concerns would be addressed at the university level. The motion was eventually tabled because the body believed that it was too late in the meeting (and perhaps too late in the term) to act on such a substantive change. Senators are urged to inform their faculty of this discussion and seek their thoughts on college-level promotion committees.

“Irregardless, ex-boyfriends are just off limits to friends. I mean that’s just like the rules of feminism” (Governance Report)

Senator Lennex put forward the slate of candidates for standing committees (including the options that would require college-level votes). The slate, which is attached at the end of this report, was unanimously approved.

“Whatever, I’m getting cheese fries.” (Reports from the remaining Senate committees)

- Academic Issues: The committee is building an inventory to review.
- Evaluation: The committee had a report (see the second attachment) that will have to be reviewed the next Senate meeting (due to time constraints).
- Issues: No report.

“On Wednesdays, we wear pink” (New Business)

Chair Tallichet reminded faculty that buyback is just around corner, and that Julie Ferguson needs information regarding which used texts the bookstore should purchase in bulk. Faculty members should email her directly, noting which works will be used in future semesters.

Senator Collinsworth alerted the body to the information we received via email regarding the Self-Service registration modules. We have already launched the business end of it, and students appear to like the system. (Senator Collinsworth’s aside: “Yay, go team.”) There is training for the new system on April 23rd and 24th, for those who are interested.



“I just wanted to say you’re all winners. And that I couldn’t be happier that the school year is ending.” The meeting adjourned at 5:35 p.m. The next full Senate meeting will be on May 3, 2018.



Submitted by the 2017-18 Faculty Senate Communications Officer, who also takes her wig when she’s drunk and knows that butter is not a carb.

Governance Appointments 4.19.18:

Academic Appeals

Helen Otterson	At-Large	2018-2020 (replacement for Morrison)
Dirk Grupe	At-Large	2018-2020 (replacement for Kunz)
Julia Hypes	CBT	2018-2020 (replacement for Ghirmay)
Jason Holcomb	CAHSS	2018-2020 (replacement for Carlson)
Vijay Subramaniam	COS	2018-2020 (replacement for Harrelson)

Employee Benefits

Brent Rogers	COS	2018-2022 (replacement for Fultz)
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Excellence in Teaching

Sara Lindsey	COE	2018-2020 (replacement for Schack)
Mykie Howard	Library	2018-2020 (replacement for Little)
Allen Risk	COS	2018-2020 (replacement for McClave)

Faculty Promotion

Robert Boram	COS	2016-2019 (replacement for Haller)
Janelle Hare	At-Large	2017-2020 (replacement for Coker)
Michelle Kunz	At-Large	2017-2020 (replacement for Oyen)
Lesia Lennex	COE	2018-2021 (replacement for Klecker)
Ron Morrison	CAHSS	2018-2021 (replacement for Neeper)
Gary O'Dell	At-Large	2018-2021 (replacement for Howell)

Faculty Rights and Responsibilities **Approval leading to college voting**

Paul Taylor vs. Royal Berglee	At-Large	2018-2020 (replacement for Royar)
William Grise vs. no opponent	CBT	2018-2020 (replacement for Meisel)
Kim Sharp vs. Elizabeth McLaren	COE	2018-2020 (replacement for Schack)
Darrin DeMoss vs. Gilbert Remillard	COS	2018-2020 (replacement for Dearden)

Intercollegiate Athletics

Jeannie Justice	COE	2016-2019 (replacement for Rutland)
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Library

Mike Kessinger	COE	2018-2020 (reappointment)
Robyn Blankenship	COS	2018-2020 (replacement for Birriel)
Sarah Mollette	Library	2018-2020 (replacement for Griffith)

Registration Advisory

Glen Colburn	CAHSS	2018-2020 (replacement for Hardesty)
Kathryn Lewis	COS	2018-2020 (replacement for Rogers)

Research and Creative Productions

Michelle McClave	COS	2018-2020 (replacement for Kidwell)
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Eujin Kim	CBT	2018-2020 (replacement for Pidluzny)
Denise Watkins	CCAHSS	2018-2020 (replacement for Baruth)
John Curry	COE	2018-2020 (replacement for Beckham)

Scholarship Appeals

Michael Hypes	CBT	2018-2020 (replacement for Ortega-Moody)
Vijay Subramaniam	COS	2018-2020 (replacement for Harrelson)

Service

Jeannie Justice	COE	2018-2020 (replacement for Hughes)
Anthony Dotson	COS	2018-2020 (reappointment)

Student Disciplinary

Michael Hypes	CBT	2018-2020 (replacement for McCoy)
Patricia Harrelson	COS	2018-2020 (replacement for Gibbs)

Student Life

Daryl Privott	COE	2018-2020 (reappointment)
Michael Harford	CBT	2018-2020 (reappointment)

Tenure

Beverly Klecker	COE	2018-2021 (replacement for Sharp)
Chris Holbrook	CCAHSS	2018-2021 (replacement for Morrison)
Teresa Ferguson	At-Large	2018-2021 (replacement for Donathan)

Undergraduate Curriculum

Ashraf Aly	CBT	2018-2020
Morgan Getchell	CCAHSS	2018-2020 (replacement for Scott)
Flint Harrelson	COS	2018-2020 (reappointment)
Sara Lindsey	COE	2018-2020 (replacement for Nettleton)

University Graduate

Jennifer Dearden	COS	2018-2020 (replacement for Thornberry)
Ron Morrison	CCAHSS	2018-2020 (replacement for Craig)
Steve Chen	CBT	2018-2020 (replacement for Hypes)

Evaluation Committee Meeting 04/19/18
Final report on Faculty Evaluation Plans (FEPs)

These are the 3 areas of focus we determined in our last meeting and the action I believe we should take:

1. Ensure all faculty have a current FEP.

Response: Yes, all departments are represented with an FEP according to the Departmental list attached.

2. Ensure the most recent FEP is housed in the Provosts office.

Response: A folder containing the FEPs will be sent to the Provosts office and the Faculty Senate Chair. The committee also created a routing sheet for use with new FEP's to ensure that they go through the process outlined by PAC-35. This will be forwarded with the FEP's to the Provost with a recommendation to utilize for future FEPs.

3. Update PaC-35.

Response: The original PAC-35 was approved on 08.06.12. Since we have been using the FEPs in current form since then it is appropriate to revisit PAC-35. A recommendation will be sent to the Faculty Welfare and Concerns committee to review with these recommendations for consideration:

- a. Check for congruency with PACs 2 & 27
- b. Consider identifying a repository for all FEPs
- c. Consider whether only tenured faculty, or all faculty in a program should review and approve the FEP since the FEP refers to all faculty for promotion and merit. Current approval rests with 51% of tenured faculty.
- d. Give consideration to require the FEP undergoes evaluation by the department FEP every five (5) years. We think they should be at least evaluated, but not always revised, unless there is a need.
- e. If a program moves to a new college/department, how long can they use their current FEP before requiring a revision? The paragraph outlining the *evaluation in the circumstance of FEP modification* could be impacted by this.

Submitted by the Evaluation committee to senate on April 19th.

Jenny Dearden, Chair

Kelly Collinsworth

Wilson Gonzalez-Espada

ChienChih Peng

Daryl Privott