

# Communications Report for Faculty Senate

August 30, 2018

## Overview:

Faculty Senate (FS) held its second meeting of the 2018-2019 academic year in 111 Rader Hall rather than 413 Combs Building. FS Chair Hare gave several updates and reminders for upcoming events and academically-related deadlines that are listed below. President Morgan was not present because he was in Frankfort speaking to a legislative committee about performance-based funding and the associated metrics. The President's response to the joint Staff Congress and Faculty Senate is on our Blackboard site. Provost Bob Albert gave an update on QEP, General Education reform and Eagle Outreach. Our Faculty Regent reported on the activities of the Board of Regents during the summer months. Changes to PAC-10 entitled "Extraordinary Faculty Compensation" were presented as a first reading. FS Committees gave reports on their tasks for the year and current progress.

## Announcements:

Chair Hare announced that the FS venue has changed to Rader 111 because the elevator in Combs is not in service and will not be repaired until October. FS will either continue to meet in Rader 111 or move to ADUC if space becomes available. He also read former Faculty Regent Royal Berglee's thank you message to the FS for our resolution honoring his service.

Mandatory assessment workshops will be held September 4 through 7 at 10am and again at 2pm in 413 Combs Building for program coordinators with assessment responsibilities in each of the four Colleges (September 4 –CoE; September 5 –Smith CoB&T; September 6 – CoS; September 7- Caudill CAH&SS). Findings and action plans for programs are due September 15.

Due dates for the Research & Creative Productions are looming: September 3 is the deadline for submitting proposals for either IACUC or IRB approval in order to seek grant funding from RCPC. (October 1 if the funding is for summer.) Proposals for RCPC funding are due October 1.

RSVP for the MSU Faculty & Staff Family Picnic on September 15 is due by September 12 at [events@moreheadstate.edu](mailto:events@moreheadstate.edu).

Nominations deadline for the Winter Commencement 2018 student speaker is September 21.

Posters-at-the-Capitol submission deadline is October 12 by 6pm EST. The event is on 2/21/19.

Faculty should complete the required online training, *Mosaic: Prevent Discrimination and Harassment: Faculty and Staff* by the end of the month. Make sure you complete the training module and receive your e-mail confirmation.

The Administration continues to look for ways to save money. Chair Hare has been serving on a Facilities Management Committee looking for ways to cut costs by closing some buildings over the summer months, a short-term solution, and by eliminating buildings to more permanently reduce our footprint. No decisions have been made yet. Kim Oatman has said he will present any plan to the Faculty Senate prior to a final decision so faculty can discuss these plans and offer some of their own suggestions.

In another cost-cutting measure, Chair Hare also announced that a healthcare taskforce committee and the President are currently working on shifting the current healthcare cost balance of MSU-Employee ratio of 81-19 while keeping the current benefits, but no decision on the actual new ratio has been made yet. This ratio is generous compared to other state institutions that contribute in the mid- to upper 70 percent of their employees' healthcare benefit costs.

Chair Hare called attention to the Library's "high quality website" that will improve services to the campus.

Later during the meeting following the Provost's report, our Chair reported that President Morgan sent Staff Congress and Faculty Senate Chairs a written response to the joint resolution passed at our last FS meeting. That document can be accessed on the FS Blackboard site under "Meeting Documents" attached with today's agenda. Chair Hare was optimistic and positive about the response. Senator Wesley White expressed his displeasure with the understanding by the President that vacant lines could still be eliminated. He suggested a resolution be developed about this issue. More discussion was heard during which Senator Blankenship reminded us that Senate has made no secret that we do not want lines eliminated. Chair Hare encouraged faculty to read the President's response and said his strategy has been consistent and has not changed, noting also that the President has tried very hard to avoid any involuntary reductions. Senator Tallichet also stated that the elimination of those lines pertained more to staff than to faculty since the President has repeatedly stated that compared to other similarly-sized universities, MSU is overstaffed. She said that faculty needed to worry about too many tenure-track lines being converted to three-year Visiting Assistant Professor lines. She also suggested that FS develop its own resolution regarding this matter.

### **Provost's Report:**

Provost Albert gave updates on the following:

#### Quality Enhancement Plan (QEP):

Provost Bob Albert reported that since our last FS meeting he has installed the final member of the QEP Selection Team which will be meeting next week or the week after. "We have a lot of work to do and we need to get started with it," he remarked.

### General Education (LUX):

On August 30, Provost Albert said he had met yet again with Faculty Senate Chair Tim Hare and Faculty Regent Jonathan Pidluzny, "working on the mechanics of a deeper dive on the (General Education) LUX proposal that was developed last year in the spirit of the resolution passed by Senate last year. I think we are making good progress on that," he said, adding that they were expected to meet next Tuesday to finalize their discussions.

### Eagle Outreach Teams

Previously MSU had ten teams of employees, including faculty, going out into the region's high schools to recruit students. Provost Albert will be expanding the outreach teams from 10 to 15 citing that despite mixed results "overall this is a very good recruiting tool."

### Enrollment Update

Since August 28, MSU undergraduate freshman enrollment stands at 1397 to date, up by 67 over last year. Overall, last year's graduating class was large and based on that amount our enrollment is down by 394 from fall of 2017, excluding Eagle Scholars students. Housing is at 93 percent occupancy rate, up 100 students since last year. Retention of full-time first-time freshman from last year is 74 percent which is promising. Provost Albert cited the new advising model, but also faculty effort for these more promising retention results and thanked the faculty for their hard work.

Graduate enrollment around 800, so it is still declining compared to past years. In response to further questioning by Senator Ahmadi about specific graduate programs, Provost Albert said that the MBA and education programs continue to be losing students.

## **Regent's Report**

Regent Pidluzny reported on the budget and related matters from the three BOR meetings held over the summer on May 10 (Work Session), June 10 (Quarterly Meeting) and August 9 (Work Session).

Last year the institution cut about \$11M in addition to \$4M in one-time expenditures. This year the anticipated shortfall for this year will be 2.4 M attributable to the delay of the KERS pension contribution increase and state funding cut. While not good, this is not as bad as previous years.

Looking forward, Regent Pidluzny said the CFO Theresa Lindgren said "'there is more work to be done with aligning the budget with institutional priorities.' I think what that means is there is more work to be done to restoring the instructional budget." He pointed out that if you look at instruction as a percentage of E&G (Educational and General) funds, this is the first year in the past 13 years that instructional spending went up. While there were cuts to Academic Affairs the cuts were so dramatic elsewhere, we spent more this past year on instruction than in over a decade.

Regent Pidluzny explained the strategy behind the tuition freeze which was somewhat controversial among Board members. He said that while it seems like you are leaving revenue on the table, you need to look at our decline in the number of first time freshmen from 2013-2014 to last year, 2017-2018. It fell from 1685 to 1271 and if we sustain that reduction going forward over six years we would lose 2400 full time students. At that point we would be talking about much less revenue, dramatically shrinking the campus and now our state funding is also tied to that full-time student count. We become more cost competitive. So ultimately the BOR members agreed with President Morgan's recommendation to freeze tuition.

The Board approved the President's policy on establishing a budget reserve of 5 percent of the E&G Fund as a "kind of rainy day fund." Right now we have the smallest number of days of cash on hand among Kentucky regionals. While this is not a problem with SACS, we need to make sure that we have cash in case of an emergency and that we are strengthening our budget position.

The BOR also approved a proposal to audit our financial policies. "This is something that Faculty Senate has been pushing for for years," Regent Pidluzny said. It is important that we take a look at and revise our policies in order "to avoid some of the unexpected costs that have just blindsided us in the last three or four years. Again, that is demonstrating that the administration is listening," He added that there will be changes about how we approve big purchases and how we approve changes to scope if we have a large capital project.

Regent Pidluzny also told Senators that President Morgan asked the Board not to offer him a performance bonus or salary increase when they were reviewing his annual evaluation. "In the current climate he does not think it is appropriate to receive any type of compensation increase," Pidluzny said. "The Board did think his performance had been excellent this past year and they offered him a one-year contract extension to signal that." President Morgan also asked that the Board to discontinue dental coverage for his family starting July 1, 2018 because the entire campus was having their dental coverage stopped. And the President also asked the Board not to write a deferred compensation package into his contract.

During the August meeting, Regent Pidluzny said the BOR welcomed three new members: Brandon Bryer, Student Regent (SGA President); Craig Dennis, Staff Regent and Sanford Holbrook, Superintendent of Robertson County. The one large item of note during the August meeting was the BOR's authorization of the modification of an existing 10-year loan agreement for \$10 M with Kentucky Bank for an IT project to expand wifi on campus. With \$8.6 million to pay back, President Morgan renegotiated a payback of the remaining \$8.6M over 15 years. Even though MSU may be paying more interest over the long run, it will save a little over \$350K each year which can offset the increases in healthcare costs to the institution. Regent Pidluzny continued saying that "this makes sense if you look at the way our debt is structured." Other than this, the strategy is to pay back debts early so the institution does not end up spending more in debt service.

At this same meeting President Morgan also presented his goals for the campus in 2018-2019. He envisions slenderizing the campus with fewer but better quality buildings. A facilities taskforce is looking into ways to spend less money on heating, cooling and maintenance. The County is still in conversation with MSU about a Laughlin Building partnership with the County taking over its maintenance. Enrollment rebuilding is a continued focus and the administration will be "taking an honest look at graduate programs."

Regent Pidluzny also discussed the recent ranking of colleges in the Lane Report where we are the top-ranked *public* institution. He explain the methodology behind the ranking that combines other professional rankings combined with students' evaluation their own experiences with these schools. President Morgan has had numerous meetings with legislators explaining why the performance-based funding model is unfair and unjust to MSU. This very afternoon he was in Frankfort testifying before a legislative committee about this. (See *Morehead News*, "Morgan addresses performance based impact on MSU," August 31).

Another item brought up at the August meeting was SACSCOC (Southern Association of Colleges and Schools Commission on Colleges) reaccreditation and the mandated leadership team consisting of President Morgan, Provost Albert, VP Russ Mast, CFO Theresa Lindgren and IR Director Jill Ratliff. Their orientation will be on December 2018. The reaccreditation compliance team will consist of Assistant VP Jami Hornbuckle, VP Laurie Couch, Dean Jim Henson, Library Dean David Gregory and VP Jim Shaw. These individuals will be added to the leadership team and they will be leading teams of selected chairs and faculty for assessing MSU's areas of compliance according to SACS standards. The Self-Study Report is due September 2020 and will be reviewed by SACS in October. Our onsite visit will occur in the spring of 2021 and that report will be sent to SACS for final evaluation in December 2021. In preparation for this review, several UARs (University Administrative Regulations) and the BOR's By-laws have been updated, leadership credentialing has been done, and faculty credentialing is almost complete. Work continues on personnel policies as required and the QEP revision.

VP for University Advancement Jim Shaw announced a new capital campaign offering scholarships and graduate fellowships as one way to way to build enrollment by enhancing recruitment, retention and completion. The Foundation already provides MSU with over \$4M worth of support. The idea is to do more to encourage students to come to MSU. More details will be announced in October.

There was an update on the Kentucky Folk Art Center. A partnership has been reached between the City, the County, the Morehead Tourism Board and the MSU Foundation to keep the KFAC in Morehead on a shoe string budget. This was a success, said Regent BOR members were somewhat surprised to learn that since 2003, MSU has spent \$3 M on the KFAC's operating budget, so it has been expensive. The President also told the BOR that MSU owns the collection and MSU insures the collection. Regent Pidluzny continued saying that there has been much media attention over the decision to keep the KFAC in Morehead or move it to another

location. At present there is money to keep it here for a year to see if it can grow and to look for a long-term solution.

Regent Pidluzny then turned his discussion with FS toward the upcoming BOR meeting on September 6. He said there were always lots of personnel actions to ratify in September. He also remarked that although he has only had time to skim over the BOR budget book, he is impressed that after "looking at athletic salaries and coaches' salaries up to this point, no one has been hired in at a higher rate when there is a turnover in athletics and several people have been hired in at lower rates." He continued saying that in recent years we saw increases to athletics while academics took cuts, but that "for the first time in recent memory, there were real cuts to athletics" by holding down salaries down.

The BOR will be asked to approve PAc-2 and to approve academic program closures that have already occurred and have been waiting their approval as "clean up." These are: Educational Specialist in Counseling: Licensed Professional Counseling Associate; BA Health Education Major with Teacher Certification (P-12) Program; BA Health and Physical Education Area with Teacher Certification (P-12) Program; Physical Education Major with Teacher Certification (P-12) Program and Astronomy Minor.

Finally, President Morgan and his family have had to leave their residence on campus due to drainage problems and flooding in the basement. This ongoing problem created a serious mold infestation and posed a health threat to him and his family. At present, the Morgans have moved to a house off campus in a local suburban development while the BOR develops next steps. Senators expressed concern and sympathy for the family's predicament.

## General Education Update

Chair-elect Lesia Lennex reported that the General Education Council has only had one brief meeting where they heard about the productive discussions between Chair Hare, Regent Pidluzny and Provost Albert. There will be more to report as developments progress.

## Revision of PAc-10

Senator Katy Carlson, who chairs the Faculty Welfare and Concerns Committee, presented revisions to PAc-10, "Extraordinary Faculty Compensation," as a first reading. The purpose of this PAc is to establish compensation for faculty who are providing services to the university in excess to that covered in their basic contracts, such as pay for teaching Winter term, Summer terms and intersessions. Most of the proposed changes were made in order to update the PAc since the last revision was June 1994. Most of the discussion was heard about summer pay and developing a fair plan for compensating faculty and the appropriate number of credit hours taught during these terms to both undergraduate and graduate students. (See the mark up version on PAc-10 under "Meeting Documents.") Senators were encouraged to assist in revisions. Chair Carlson said she and her committee will be working on this PAc during the next month. PAc-10 will come up for second reading in a few weeks.

## Faculty Senate Committee Reports from 2017-2018

Chair Hare asked for committee reports with the understanding that they have all just begun their work. He asked that they report on the tasks they will be undertaking as a way to begin their reports:

Academic Issues Committee Chair Dirk Grupe announced that his committee will be meeting on September 13 in Breckinridge. Their first point of order will be faculty compensation, also known as salaries.

Evaluations Committee Chair Robin Blankenship said that they would begin their work auditing athletics by looking a little deeper than the Faculty Senate has before. They plan to begin their work reviewing the information already collected on the issue of overspending on athletics at MSU.

Faculty Welfare and Concerns Committee Chair Katy Carlson reported that her committee is working through various PACs starting with PAC-10. They plan to revisit PAC-27 and to begin work on the policies governing workloads and FEPs given all the work the Evaluations Committee accomplished last year.

Governance Committee Chair Lesia Lennex reported that her committee has met and they will be bringing actions to FS next week on committee positions, revising the FS Constitution and returning to work tabled from last year.

Issues Committee Chair Nilesh Joshi said his committee's work includes faculty issues in addition to facilitating the upcoming work on the General Education reform.

And without any further business, Faculty Senate Chair Hare adjourned the meeting.



"Hey, bucko... I am *through* begging!"

Report submitted to all MSU faculty and beyond by Sue Tallichet, FS Communications Officer