

Communications Report for Faculty Senate

September 20, 2018

Overview:

Faculty Senate (FS) held its fourth meeting of the 2018-2019 academic year in Rader 111. MSU photographer Tim Holbrook took the annual Faculty Senate picture. FS Chair Hare made several announcements reminding Senators of events and deadlines listed below. President Morgan was not present because he was in Frankfort. Provost Bob Albert gave a brief update on QEP, General Education reform, KCTCS transfer summit and Eagle Outreach. He also reported that elevator service should be restored to Combs Building by October 19. Staff Congress Chair Clarissa Purnell gave a brief report. FS Committees gave detailed reports of their current tasks.

Announcements:

Chair Hare made the following announcements:

Nominations for the December 2018 Student Commencement Speaker due September 21.

Faculty are required to complete Sexual Harassment Prevention Training by September 30.

Assessment plan revisions should be completed and sent to the MSU Assessment Office at assessment@moreheadstate.edu by October 6.

Research & Creative Productions Proposals are due October 8. (IRB and IACUC protocols should have been submitted by September 3.) Summer Fellowship Proposals are due November 5. Nominations for Distinguished Researcher and/or for Creative Productions are due December 10. (Portfolios due March 4.) Annual report of RCP downloaded from Faculty 180 due by February 1.

Posters-at-the-Capital is Thursday, February 21, 2019. Submission deadline is Friday, Oct. 12 by 6pm.

Senator Carlson added that the QEP Selection Team, of which she is a member, is working on a short survey that will be sent out at the end of this month asking faculty about our focus and practices going forward with QEP. She encouraged Senators to solicit as much cooperation as possible in order to demonstrate faculty participation for the upcoming SACS review. There will be e-mails about it soon.

Chair Hare then asked Senators to send him any and all items for announcement so that he can better serve faculty via such communication. As previously noted, all of these announcements are posted on our Faculty Senate Blackboard site. Based on questions about availability from the last FS meeting, Chair Hare announced that he has created links on our FS site to the archives in the library consisting of FS Minutes; Communications Reports; Regent's Reports; Staff Congress documents and Board of Regents documents.

Chair Hare also announced that President Morgan will not be at Faculty Senate today because he had to be in Frankfort.

Provost Report

Provost Albert had several items to report and discuss with Faculty Senate: QEP, General Education reform, an upcoming "transfer summit" with KCTCS and Eagle Outreach.

Regarding QEP, Provost Albert announced that the QEP Selection Team has met twice and is in the process of finalizing the survey of which Senator Carlson spoke earlier. The Provost remarked, "it is certainly important that we get broad-based participation in that survey." This will help the Team shape the call for pre-proposals for the QEP. The survey will be out early next week and be up for a few days. The call for pre-proposals will go out around October 5 to the 8th. Then the deadline for submission will be November 6th. Then the QEP Selection Team "will winnow that list down to the top three based on input from campus constituency groups in early December. At that point in time, the three top will be invited to submit full proposals which will be 20-25 page proposals. Those will be due at the beginning of February. The goal is to present a QEP recommendation from the Selection Team to the Board of Regents (BOR) at its February 28th work session and have it adopted at the March 28th BOR meeting.

Regarding General Education reform, Provost Albert has continued to discuss the General Education process with Regent Jonathan Pidluzny and FS Chair Hare. Two committees have been selected, one for review and implementation and another for final implementation. (See the Provost's attached memo and list of committee memberships at the end of this report. The same documents were sent to all faculty last week.) Provost Albert remarked, "I think it has been a really good set of conversations" that they have had in order to frame the extended review of LUX "I think we have identified a very good committee to work through that extended review." The Provost then referred to upcoming FS action to be taken today voting on the committees' memberships.

Regarding the "Transfer Summit" with KCTCS, the Provost said that this would take place on MSU campus on November 9. He said that a number of personnel from the KCTCS campuses will be here along with MSU Deans, Chairs and "program faculty" to meet "to try to work out some transfer frameworks in an expedited sort of way. We will see how that goes. There have been lots of questions about that." There will be more information about this upcoming meeting in the following weeks.

Finally, Eagle Outreach Teams have been expanded from 10 to 15 teams in order to recruit more students to MSU. Provost Albert and Chair Hare thanked those Senators who have been serving in this capacity.

There were no questions for the Provost.

Regent's Report

No report.

Staff Congress Report

Chair Hare explained that Staff Congress Chair Clarissa Purnell is an ex-officio member of Faculty Senate and is always welcome at FS meetings. Chair Hare introduced Chair Purnell to Senators and asked if she had a report on the major issues Staff Congress (SC) is working on. Chair Purnell then introduced herself saying she has been on SC for 12 years. She explained that SC elects its Executive Officers and Committee Chairs every June. This year every committee chair elected is new and having never served in that capacity means "fresh ideas" in each of those committees. These three committees, Benefits and Compensation, Credentials and Elections and Staff Issues, are detailed below:

Shana Savard-Hogge chairs the Benefits and Compensation Committee. At this point, that Committee, having reviewed all the policies affecting staff, is now making editing changes only.

Krys Lynam chairs the Credentials and Elections Committee which has been revising SC's Constitution and By-laws for the October meeting. They are also looking at staff membership vacancies on university standing committees given that much of the work on committees is now being done by various task force committees.

Mica Collins chairs the Staff Issues Committee. SC Chair Purnell said that this committee is "more of a reactionary committee" that receives staff comments, questions, criticisms and concerns from various units and conveys them to staff leadership so they can resolve those issues. She said that on the SC website, there are two forms that can be filled out. One is for staff issues that sees a lot of activity and the other is for staff salutes. The Staff Salutes were initiated during the previous Administration when staff morale was very low. Chair Purnell explained "this is a low cost way to recognize staff that were doing excellent work in their areas and to give them some recognition for their hard work." Although there is a month lag time between a submission saluting a staff member, the staff is now recognized formally at SC meetings. Specifically, the staff member and their supervisor are both invited to attend the SC meeting where the staff member is presented with a certificate and their salute is read to SC. Additionally, their picture is in the next newsletter and on the SC website. Between May 2017 and 2018 there have been 20 staff salutes. According to Chair Purnell, "it has made the biggest difference into the world."

Another low-no cost/high impact activity being considered by SC leadership is a "Pride in MSU Campaign" involving faculty, staff and students. More information to come.

Chair Purnell concluded by thanking former FS Chair Sue Tallichet and "any faculty mentors that came forward when we had staff factionalized in the spring who were very nervous" because they were either teaching for the first time or had not done so in a long time. When Chair Purnell looked into the help fractionalized staff were receiving, she discovered that they were

already being supported in those departments where they were teaching by their assigned faculty mentors. As reported, these mentors were doing a good job of supporting these fractionalized staff members. Also, Chair Purnell heard “how outstanding the instructional design team was when helping them with Blackboard,” specifically providing online tutorials and one-on-one support. Finally, Chair Purnell said she had heard that staff thought “it was really great that Faculty Senate and Staff Congress were working together to make sure” these staff had the necessary resources. She said he hopes that continues, that “we can cross constituent lines and work together to have a positive impact on MSU and a voice.”

In her last announcement, SC Chair Purnell said that SC put out a call for a campus clean up last week (a.k.a. “the Staff Congress Weed Eater Campaign”). It was an effort to do something to make the grounds look better. There were 15-20 staff members and Craft Academy students who came out to pull weeds in various areas with grounds crew coming behind them to mulch those areas. Senator Tallichet asked if there would be more weed-pulling sessions. Chair Purnell said that the recent session was an emergency session, but that they will keep us posted. HR did give those who participated five wellness points. It was also suggested that those employees going on wellness walks be given trash bags to pick up some litter to aid in the campus beautification effort. Senator Schack suggested that student groups could aid in is effort. Chair Purnell said that she had suggested to Facilities VP Kim Oatman that student groups could work on the campus flower beds and then a plaque could be put out showing who had done the work. Perhaps it could be a good project for horticulture students or other related classes. She will send us an announcement about future activities.

Faculty Senate Committee Reports from 2017-2018

Academic Issues: Committee Chair Dirk Grupe was absent. Instead, Regent Pidluzny, who is on the committee ex-officio, gave the report for this committee since he will also be working with the committee on faculty salaries. Regent Pidluzny explained that he has been researching salaries for some time in a number of ways. He said the committee has an “ambitious” plan to generate reports as it looks into to six main topics:

1. Classroom conditions including technology and if the room is appropriate for the particular subject being taught, particularly instructional delivery.
2. Online course integrity and how to maintain high academic standards.
3. Student transfer policies and developing equivalencies across our curriculum.
4. Admission standards and looking into to best practices, perhaps raising or lowering them and exploring how this could affect student retention.
5. Attendance tracking and if there are better and easier ways to accomplish this goal.
6. Faculty compensation comparisons showing MSU relative to other Kentucky institutions and other peer institutions similar to MSU using IPEDS data along with internal comparisons between administrators and faculty relative to these institutions.

Committee Chair Grupe has committee members gathering information on these issues and assessing it. Senator Blankenship pointed out during this part of the discussion that we need an adjustment to our admission formula regarding ACT scores. Currently, we admit students on a

combined ACT score minimum such that students with very low math or reading scores are admitted, but we no longer offer the remedial courses to support them. Changing this admissions formula needs to be explored.

Evaluation Committee: Chair Blankenship stated that previously her committee was going to investigate University subsidies to athletics and made reference to work done by previous Senate leadership. However, that is not within the committee's purview as charged in the FS Constitution, so the committee will be looking into other matters, such as evaluating administrators. They also intend to work with Human Resources to improve the accuracy of lists of retired faculty and those on phased retirement.

The current committee will also build upon the fine work done last year by this committee and members of the Academic Affairs Committee on collecting FEPs (Faculty Evaluation Plans) so they could be kept in the Provost's Office. Previously, that office did not have all the department's FEPs. In addition, a routing form was created for approving FEPs as they are updated. The continued work will focus on updating FEPs, especially due to the reorganization within colleges and the hiring of visiting professors, along with inconsistencies across FEPs, such as policies about scheduling and course overloads. Another major endeavor for the committee will be investigating and improving communication among faculty, administrators, students and a variety of units across campus including but not limited to Human Resources, Athletics, Craft Academy, the Registrar, Enrollment Services, and the Board of Regents. The ultimate goal is to improve communications to affect positive change.

Chair Hare remarked "as an example of the communications issue, some people are clearly in the loop on the selection of leadership so it seems reasonable to investigate how these decisions are made and how these decisions are communicated."

Faculty Welfare and Concerns: Chair Carlson explained the necessity for adding some clarifying changes to PAC-2 so that it could be more easily implemented. The particular problem was about staffing the promotion committees and the revision was to the section "4. Structure of the Promotion Committees." Those changes were introduced as a first reading.

Provost Albert commented that last semester on the Dean's Council "truthfully we did not look at how we build the committees very closely and think about that so when we started putting the committees together, the Deans started having questions about how do we put all the professors in a department on a committee and have representation on the committee at the university committee. One interpretation was, does this mean we are building from the bottom up? That was clearly not the intent of the Faculty Senate. So we took a time out and put a pause on this."

Senator Carlson and Provost Albert discussed setting up a meeting to discuss the issue further. Provost Albert said that "before the Senate acts on this in a final manner I think it would be good to put before the Dean's Council to try to debug it if there are any further bugs." He

suggested meeting with Faculty Welfare & Concerns Committee Chair Carlson and Governance Committee Chair Lennex and to involve at least on other Dean.

Senator Lasley assisted in adding some more succinct language to PAC-2. She also asked if faculty on phased retirement could serve. According to the FS Constitution, they cannot. Regent Pidluzny informed Senators that when full Professors sign their phased retirement agreement, they lose their rank. Therefore, those in the discussion agreed that the language in PAC-2 needs to be precise considering the diminishing number of faculty who can serve on promotion committees. Senator Dearden noted that this brings up the important point that we need to know the status of faculty in order to know who can serve and who cannot. The current first reading change to PAC-2 will be shared in a meeting to be scheduled between FS Executive Council members and aforementioned administrators. In some further discussion from Senators Hill and Senator Schack about finding eligible faculty to serve on college and university committees, Senator Schack pointed out that having to go outside the college to look for faculty eligible to serve on a college committee actually constitutes another university promotion committee.

Senator Tuerk pointed out that communication between administrators and faculty committees, such as tenure and promotion committees for example, needs improvement. He noted that it is particularly frustrating and “demoralizing” to committee members who arrive at a specific recommendation only to have their recommendation overridden by administrators. He called for “greater transparency” in these cases.

Governance Committee Chair Lennex was not present due to illness and her Vice Chair was also absent. The vote on a slate of candidates on various standing committees was postponed.

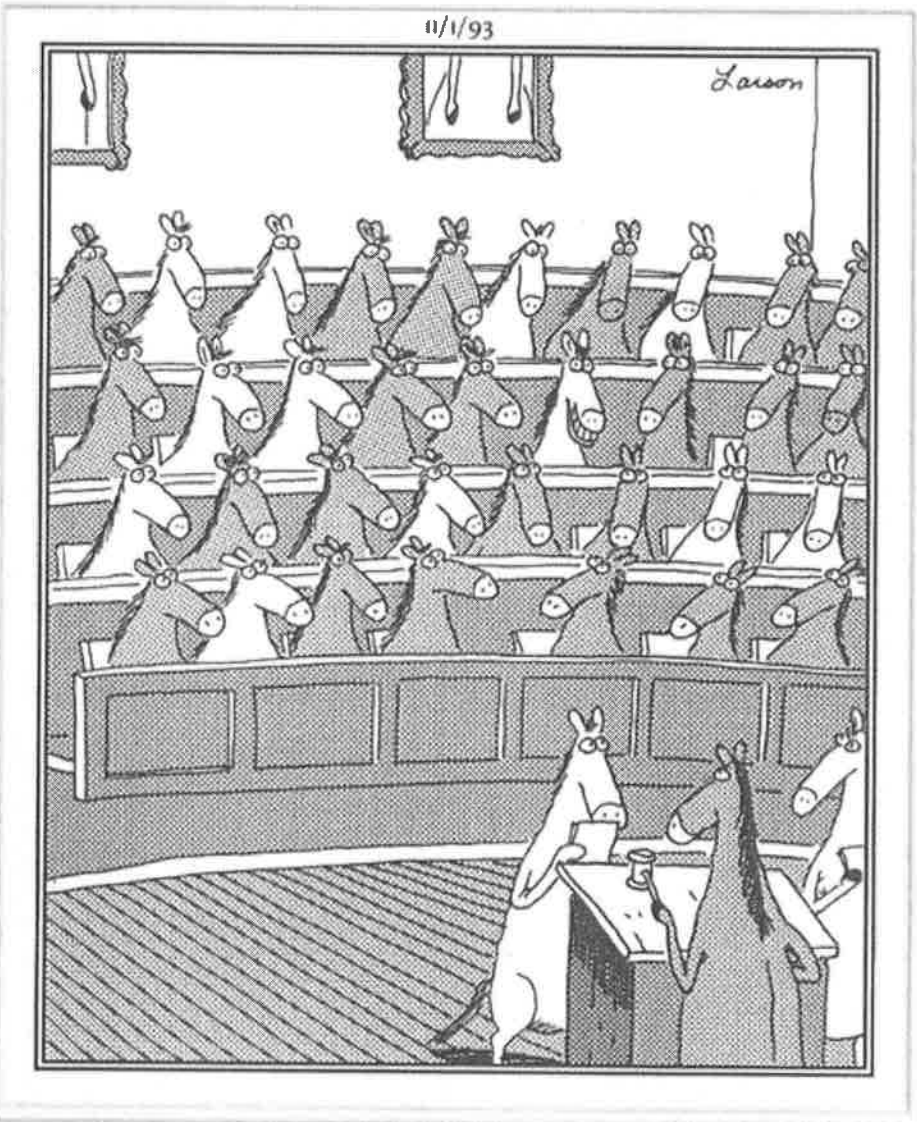
Issues Committee: Chair Joshi reported that his committee was looking into the effects that reorganization was having on faculty lines in departments as they are being eliminated. Comparisons will be made with benchmark institutions.

New Business

Referring to the Provost’s recent (9/18) e-mail memorandum and accompanying list of two committees, the **LUX General Education Program Proposal Evaluation and the Implementation Review Committee** and the **General Education Implementation Team**, that will be involved with General Education reform, Chair Hare asked for FS vote on the committees’ membership. He reviewed the timeline for the reform process, noting that a full faculty vote is scheduled beginning March 1, 2019. He noted that most of the committee members are faculty. After some discussion, motions were made to approve the slate and FS voted unanimously to approve the membership of both committees.

In other business, Chair Hare announced that ADUC would have a “soft” opening in October and then it would be completely open by January 1, 2019.

Provost Albert announced that work on the Combs elevator would get underway next week. Combs Building will be shut down after 5pm on either October 2 or 3rd and the drilling will be very loud. The elevator should be fully operational by October 19.



The entire parliament fell dead silent. For the first time since anyone could remember, one of the members voted "aye."

With no further business, Chair Hare adjourned the meeting.

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

MEMORANDUM

TO: Dr. Timothy Hare, Faculty Senate Chair
Dr. Chris Schroeder, General Education Review Taskforce Chair
Dr. Laurie Couch, Director of General Education

FROM: Bob Albert, Interim Provost

RE: General Education Reform

DATE: September 17, 2018

Since stepping into the Interim Provost role on July 1, I have been in conversation with several campus stakeholders regarding the status of our general education reform efforts. First, let me thank all involved for the good work to date on this important curricular endeavor. I understand there have been a number of conversations about the next steps in this process as related to final approval of a new general education program. To date, the General Education Council has approved the General Education Taskforce's LUX proposal and has forwarded its approval to the Faculty Senate. The Faculty Senate adopted a resolution to defer on its response, expressing the need for further review.

In the spirit of the Faculty Senate resolution and given the complexities associated with adopting and implementing a new general education program, I believe it is prudent to carefully evaluate the program along a number of parameters. As such, an ad hoc Evaluation and Implementation Review Committee appointed by the Provost and the Faculty Senate will evaluate the LUX proposal from an implementation perspective as well as to make any recommended changes to the LUX proposal. The ad hoc committee will be faculty-driven and consist of representatives from the General Education Task Force, the General Education Council, the Faculty Senate, the deans, the department chairs/associate deans, academic advising, and additional faculty members to ensure an appropriate cross-section of disciplines across campus.

The attached documents includes a description of the process for the Evaluation and Implementation Review Committee (including a timeline for completion), and a list of Evaluation and Implementation Review Committee members.

CC: Dr. Jay Morgan, President
Deans
Department Chairs/Associate Deans
MSU Faculty/Staff

Attachments

Extended Evaluation and Implementation Review of the “LUX” Proposal

The Evaluation and Implementation Review Committee is charged with examining and modifying, as needed, the current LUX proposal relative to adoption and implementation considerations. The committee’s proposal will be submitted to the faculty (as defined below) for a final adoption decision.

Evaluation, Implementation Review, and Proposal Development (October 1, 2018 – February 15, 2019)

This committee’s review and ultimate proposal development may encompass a variety of information gathering processes to determine views of key constituents including, for example, faculty, librarians, academic advisors, Director of First Year Programs, and teaching staff. Adoption and implementation considerations for the LUX proposals should address the following:

- A. Alignment with:
 - 1. The MSU Strategic Plan 2018-2022
 - 2. SACSCOC standards
 - 3. CPE rules and regulations
 - 4. Performance Funding Model and State Metrics
- B. Resource/feasibility analysis:
 - 1. Ability to deliver based on financial resources
 - 2. Ability to deliver based on existing faculty expertise
 - 3. Ability to deliver based on existing advising and systems capabilities
- C. Curricular design analysis with respect to:
 - 1. Shifting capstone courses from general education to the majors
 - 2. Impact of restricting general education courses to fewer prefixes
 - 3. Student progression given course sequencing
 - 4. Overall curricular impact of not including a first-year seminar as a part of the general education program
- D. Alignment of Goals, Structural Principles, SLOs, and Assessment Strategy

Distribution of Final Proposal and Faculty Review (February 15, 2019 – March 1, 2019)

The Evaluation and Implementation Review Committee will develop and distribute a summary review of the LUX program and its recommended version to the full faculty. This may include presentations in the way of campus forums or departmental/college meetings. The purpose of these forums/meetings will be to provide information about the recommended program to the faculty. These forums/meetings are not designed to solicit feedback for further modification, rather they are designed to provide information to the faculty regarding the program proposal that will be posted for consideration.

Vote on LUX or Modified LUX Program (March 1-15, 2019)

After sharing its program review with the faculty, the Evaluation and Implementation Review Committee will either present the original LUX proposal or a modified LUX proposal to the university faculty (all full-time faculty members) for approval. A simple majority of the votes cast will be required to adopt the LUX proposal.

Implementation (Process Starting March 25, 2019)

Once adopted, in order to maintain continuity of thought and familiarity with the proposal, the Evaluation and Implementation Review Committee will be reconstituted as the Implementation Team with the addition of the Director of General Education and the Registrar. The Director of General Education will serve as the chair of the Implementation Team. This team will establish the parameters for course selection to populate the new general education program, solicit and evaluate initial course proposals, and establish the recommended assessment framework. The Implementation Team will recommend an implementation date which should be no later than Fall 2021, at which point the ongoing management of the general education program will become the responsibility of the General Education Council.

Should the LUX or revised LUX General Education Program not be adopted by the faculty, the current general education program will remain in effect until a new proposal is developed, adopted, and implemented.

**LUX General Education Program Proposal
Evaluation and Implementation Review Committee Membership**

General Education Task Force	Mark Graves, Professor ENG	CCAHS
	Julia Finch, Assistant Professor ARDE	CCAHS
General Education Council	Shannon Harr, Dir. Assessment & Testing	Ex-officio
	Kerry Murphy, Interim Registrar	Ex-officio
	Mike Fultz, Professor BIOL	COS
	Chris Beckham, Assistant Professor FGSE	COE
Deans	John Ernst, Dean	CCAHS
Chairs/Associate Deans	Chuck Lydeard, Department Chair BIOC	COS
Faculty Senate	Robin Blankenship, Assoc Prof Math	COS
	*Sue Tallichet, Professor SSWC	CCAHS
At Large Faculty/Staff	Michelle Kunz, Professor MKT	CBT
	Annie Adams, Professor ENG	CCAHS
	Sara Larson, Asst Dir, Academic Advising & Retention	AARE

*Committee Chair

General Education Implementation Team

General Education Task Force	Mark Graves, Professor ENG	CCAHS
	Julia Finch, Assistant Professor ARDE	CCAHS
General Education Council	*Laurie Couch, Associate VP UESS	AA
	Shannon Harr, Dir. Assessment & Testing	Ex-officio
	Mike Fultz, Professor BIOL	COS
	Chris Beckham, Assistant Professor FGSE	COE
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	Kerry Murphy, Interim Registrar	Ex-officio

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