

# Communications Report for Faculty Senate

October 18, 2018

## Overview:

Faculty Senate (FS) held its sixth meeting of the 2018-2019 academic year in Rader 111. Faculty Senate Chair Hare made several announcements reminding Senators of Homecoming events and academic deadlines listed below. Chief Diversity Officer Dr. Caroline Atkins presented the latest phase of MSU's Diversity Plan. MSU student Colby Birkes presented his proposal to make MSU a "Seizure Smart Campus." President Morgan answered questions about UAR 331.01, mass e-mailing of faculty by faculty leadership, and a dangerous crosswalk situation. Provost Bob Albert gave a brief update on QEP and the General Education Review Committee's progress. FS Committees gave reports of their current tasks. Two versions of PAc-2 were pending. The version eliminating the College-level Promotion Committee was approved by a vote of 18-11.

## Announcements:

Chair Hare made the following announcements:

Homecoming Events on October 18 included Eagle Pep Rally at 7pm Academic-Athletic Center and the International Observe the Moon Night at the Space Science Center; on October 19, there will be a Special Ceremony at 10am ADUC opening and a Memorial Brick Ceremony at 7pm at the Bell Tower; on October 20, there will be a Parade at 9am, and the MSU v. Valparaiso Football Game and many more related events.

Senator Long announced that Dr. Don Haas of the Paleontological Research Institute will give a lecture entitled "The Obstacles Are Largely the Same: On Climate Change and Education Reform" on Wednesday, Oct. 24, at 3:15 p.m. in 419 Reed Hall.

Research & Creative Productions Summer Fellowship Proposals are due 11/5.

Textbook Adoptions are due October 21.

Chair Hare, again, reminded Senators and those in attendance that all Faculty Senate meetings are open. This was particularly important since FS is tasked with revising the FS Constitution. He urged Senators to contact their constituents regarding suggestions for revisions to provide that feedback to either him (t.hare@moreheadstate.edu), Governance Chair Lesia Lennex (l.lennex@moreheadstate.edu) or Issues Committee Chair Nilesh Joshi (n.joshi@moreheadstate.edu).

Recently, Chair Hare said that various textbook/teaching resource companies have been requesting time with Faculty Senate. Executive Council did not want to take up time with these companies giving sales pitches. However, the information from these

companies could be useful to different and various faculty members, companies such as Cengage or Top Hat. He urged faculty to follow up on this if they were so interested.

## Diversity Plan Presentation by Dr. Caroline Atkins

Dr. Atkins began by introducing herself saying she is an Assistant Professor and Assistant to the Office of the President to specifically lead diversity efforts at Morehead State University. She began July 1. She said with the many things going on around our campus about diversity, equity and inclusion, there is no centralized place for this initiative so everyone knows where to get that information. This is something she is working on. She said she is also responsible for the Diversity Plan and for working with the Council for Postsecondary Education (CPE).

CPE has three “pillars” that they are asking all the campuses to address and each one has corresponding metrics. The first is **opportunity** whereby postsecondary education is broadly accessible to all Kentuckians. Students have access to college resources and support so they are prepared. The metric associated with this requires that we increase the enrollment of diverse student populations at both undergraduate and graduate levels. The second is **success** meaning that we are to enable more students to complete college with skills and abilities to be productive and engaged citizens. The metrics are fall-to-fall retention and graduation rates and degrees conferred. The third is **impact** requiring us to strengthen our ability to advance new knowledge and research, improve communities, increase educational attainment and produce a well-educated, highly educated citizenry. CPE’s metric here is workforce diversity, diversity in management occupations and tenured or tenure-track faculty. CPE is also asking that faculty, staff and students are culturally competent, look at campus climate and at recruiting and retaining diverse faculty and staff.

She explained that when she first came to MSU she was tasked with putting together the annual report for the strategies that occurred in the 2017-2018 academic year. She then passed out a handout listing those last year’s strategies alongside those that we are using for this academic year, 2018-2019. She interviewed campus community members last year and found out what happened on campus and she is now in the process of preparing that annual report which is about 80 percent done. She wants for be finished with it so the Provost and President can approve it and then it can be submitted to CPE.

Another of her tasks has been to “look at the strategies (in the Diversity Plan) and determining what it is we want to do in the academic year we are currently in.” (See the attached handout Dr. Atkins distributed during her presentation to FS.) She said MSU could use the strategies currently listed or they could be revised going forward. She said there has been much change on campus with a new President, new Provost and that her role as Diversity Officer has changed, too. “So this is a good time to take a second look at those strategies and make sure that everyone is involved with implementing those and with senior leadership on board,” so she convened a small work group to look at the old strategies and make some tweaks. Those were listed in the handout and were sent to CPE recently. She has

a meeting with CPE on Monday 10/22 to explain and justify those changes and get their approval to move forward.

The next step in this process is to start implementing the plan. She believes that diversity, equity and inclusion involves many constituents and she wants to reenergize the Diversity Council. She met with Provost Albert and went to the Dean's Council and she intends to reinvigorate that group. Once she forms that larger "action-oriented" group, she will split it into smaller groups to correspond to and work on each of these new strategies. They would work on recommendations relative to each of these strategies, bring their recommendations back to the larger Diversity Council for its approval and then Dr. Atkins seek final approval from President Morgan.

She is also open to suggestions regarding the process and asked Senators to contact her if they are interested in this work. In response to a question from Senator Grupe about the size of the Diversity Council, to keep it manageable, she said, should be between 25 and 30 individuals. The subcommittees would be smaller. Her e-mail is c.atkins@moreheadstate.edu.

### Presentation about "Seizure Smart" Trainings by SGA VP Colby Birkes

Chair Hare introduced Birkes who is proposing that Morehead campus become the first "Seizure Smart Campus." Birkes presented national statistics on car crash fatalities and women who die from breast cancer, saying also that during the same period of time, there were over 45,000 deaths due to epilepsy. He also stated that individuals with epilepsy are over 5 times more likely to commit suicide than individuals who do not have this disorder. Unfortunately, too many epileptics feel alienated and alone and that they have no place in society and that there is no place for them in higher education.

"There are 3.4 million people suffer from epilepsy in the United States and 50 million people worldwide. One in ten will have a seizure so odds are that many people in this room have had a seizure in their life time and one-in-twenty six will have seizures their entire lives." He continued, saying "this not only strains the individual suffering from the disease, but also their family, friends, professors and more. I know because I am one of those individuals who feels guilty every single time he leaves his loved one who has epilepsy. You never know if they are going to be okay when you get back and, honestly, I am unsure if he (his brother) is safe on Morehead's campus. It is nothing against Morehead, but I would be unsure if he would be unsafe on" any campus "because not many people know how to handle epilepsy."

He then asked if anyone in the room had ever heard of someone swallowing their tongue during an epileptic seizure. "Someone will stick spoons or their fingers in someone's mouth during a seizure," he said, which could actually cause the death of the person having the seizure. It is not possible to swallow your tongue, but not many people know that.

This fear that campuses do not afford them a safe environment for learning is one reason individuals who have epilepsy do not pursue higher education. "It's a shame because some of the brightest minds I know are some of those individuals who suffer from epilepsy." We can and should do something about this, he declared. After talking with the Epilepsy Foundation of Kentuckiana and the Epilepsy Foundation of America, he and his brother want to make Morehead State the first school in the state to be a "Seizure Smart School" by ensuring that university police, residence hall advisors and faculty receive training on how to handle seizure situations. So far, MSU campus police received the seizure training last month and the RAs have scheduled their training in January. So, he is now seeking FS support for getting faculty trained as well. He also proposed that trainings could be provided through each of the four Colleges on our campus.

Chair Hare asked Birkes when he would like some determination by FS about faculty trainings. Birkes responded that we could take the time we needed this fall to discuss the matter, but he was ready to schedule trainings at any time, possible next semester. He also explained that this was so novel that news outlets have picked up on the initiative and were asking to do stories about Morehead's progress. He also said the training could be put on video to facilitate dissemination among faculty. Chair Hare said he would remain in contact with Birkes. He also said that there would need to be a motion made outlining a plan for the trainings for FS to consider and discuss further.

## The Faculty Center for Teaching and Learning

Director for the Center for Teaching and Learning Dr. Daryl Privott announced the "What I love about teaching?" campaign which is an opportunity to share and gather stories about the value and power of teaching. He said these stories will be collected in written, audio, video, art/creative production etc. He urged Senators to begin thinking about their teaching experiences/stories and your response to the question: "What I love about teaching?" He also asked Senators to "click on" parts of his e-mails to find out more about what the Center is doing. If you would like to participate in the campaign, send Dr. Privott an email to <fctl@moreheadstate.edu>

## President's Report

President Morgan attended the FS meeting today and took questions from Senators. Chair Hare asked for an update about UAR 331.01 restricting faculty leadership from contacting faculty members directly via e-mail. Last semester, Spring 2018, former Chair Tallichet in consultation with her Executive Council sent a memo to the President requesting this UAR be reviewed and modified in order to facilitate communication between faculty leadership and faculty. President Morgan responded that he and Provost Albert had discussed the matter about two weeks ago but did not make a decision. President Morgan said he would continue to discuss the matter with the Provost.

Senator Roma Prindle prefaced her question to the President by recalling a terrible accident during which a faculty member was badly injured when struck by a vehicle while in the crosswalk in front of Baird Building about a year ago. She said she nearly also became a casualty recently herself. She reported the episode to campus police as did her ADS and Associate Dean. However, they had not heard anything back. She said she felt that adding a state law sign in the crosswalk in front of Baird would help with the problem. She said that there are cross walk signs all over campus except in front of Baird. President Morgan clarified where the crosswalk was and said this was the first he had heard of it, but he would take care of it. (As a follow up here, at CR press time a state law sign has been placed at the crosswalk in front of Baird Building.)

## Provost Report

Provost Albert had a few announcements today. First, the Combs elevator is up and running. He thanked all involved for their patience as they accommodated to the situation. Second, he reminded FS that the deadline for the 2-3 page preliminary QEP proposals is November 6. Then by early December the QEP Selection Team will select the top three and ask those author(s) selected to submit full 20-25 page QEP proposals. The plan is to have the final decisions made by early Spring Semester for later BOR approval. He reminded FS that "this is an important part of the our SACS reaffirmation process, it's an important part of what we want to do as an institution, so I hope many of you, or some of you, have started developing proposals." He continued saying that those individuals or teams selected to submit the top three proposals will be paid \$1,000 as compensation for their efforts.

Thirdly, the General Education Review and Implementation Committee met two weeks ago and has scheduled another meeting. He said the committee has made "good progress" and thanked Committee Chair Tallichet for her leadership. Senator Tallichet then explained the division of labor involved and the work that was underway.

Senator Schack asked both the Provost and the President about what is being decided regarding the distribution of the F&A funds on external grants. The President explained that once the audit was over in the coming weeks, the carry over funds would be distributed. He also said that Dr. Henson has been working with the Provost's Office, the Budget Office and the President's Office on rewriting a new policy where more dollars could be move to the Principle Investigator(s) for their use. The money cannot be used for salaries but for other uses, such as replacing computers. In sum, PIs would have more discretion over their F&A funds from external grants.

## Regent's Report

Regent Pidluzny reported that there is be a BOR work session coming up tomorrow, October 19. The first closed meeting of the Audit Team begins at 2pm 329 ADUC. He is on the Audit Subcommittee and he said that the audit was clean. Nonetheless, this part of the meeting is the

BOR's opportunity to talk to the auditors and accounting personnel. The 3pm work session that follows is open. That meeting has a limited agenda due to homecoming. He will report on anything that happens at the meeting at our next regularly scheduled FS meeting on November 1. If you have any questions or concerns as you review it, please let him know.

## General Education Report

No report. The next meeting of the General Education Council is Monday, November 12 from 3-4:30pm. The FS Chair-elect attends these meetings and reports back to FS, but Chair-elect Lennex cannot attend this upcoming meeting and Chair Hare was asking for a replacement for her from FS. Senator Graves volunteered.

## Faculty Senate Committee Reports from 2017-2018

Academic Issues: Committee Chair Grupe reported that the committee met last week and was prioritizing their tasks between compensation, admissions, classroom conditions, instructional effectiveness and transfer students issues. They will be focusing on compensation and they will be preparing a report.

Evaluation Committee: No report.

Faculty Welfare and Concerns: Chair Carlson presented two versions of PAC-2. One features clarifying language, the other calls for the elimination of the College Promotion Committee. Her committee had researched the promotion process at other universities and concluded that eliminating the College Promotion Committee was not a serious deviation from among our institutional peers.

Senator Schack said that at Western Kentucky University negative results are reported back to previous levels during the promotion process so that all involved know what has transpired. She noted this was in response to a previous question by Senator Tuerk. Senator Ahmadi talked about the promotion process at Eastern Kentucky University and the separate role faculty in the department played.

Brent Rogers who was serving as a proxy for his Senator spoke in favor of the Pac-2 that eliminates the College Promotion Committee. Senator White said that the majority of the people in his department feel that if any committee should be eliminated it should be the University Promotion Committee. He said that the rationale for this was that college-level peers are more knowledgeable of the candidate's work, but also that the "university committee is actually selected by Faculty Senate and there were some people who expressed some concern about that. These committees are not actually selected by faculty, but they are instead selected by Faculty Senate. There is a real sense that department and college committees are selected by the faculty, faculty have a say in the selection of those individuals. That was the opinion of the majority of the people in our department."

Senator Carlson responded that the FS Governance Committee selected who served on the University Promotion Committee based on the service preference survey responses they received. Senator Lennex said that indeed the selection of committees was based on the preference survey and individual faculty members' qualifications. She also said that in the College of Education, those individuals that "serve at the college level aren't necessarily chosen by faculty." Senator Ahmadi remarked that the declining number of faculty made choosing a college-level committee more difficult. Senator Holcomb said his constituents had a variety of opinions. Other Senators said their constituents were split on the issue.

Governance Committee Chair Lennex remarked further that if the Governance Committee is "doing its job" and makes careful committee selections based on qualifications and a sense of professionalism and selects promotion committee members who read a candidate's materials and make decisions based on the FEP, then fair decisions will be made. Otherwise, if members are selected "willy nilly," then the outcome will be much less desirable. She continued to defend the Governance Committee as long as she has chaired it, saying she could not account for anything that had occurred previously. She reminded Senators that they elect their Senators who then represent them on FS committees, such as Governance.

Senator White asked why it was so "toxic" to have the same faculty members serving on multiple promotion committees. Senator Carlson said that we are now facing the kind of overlap whereby committees are not that different from one another. She then also pointed out "how much say should any one person have on someone else's tenure and promotion processes?" Senator Tuerk and Senator White questioned the process by which individuals were selected to serve on committees by the FS Governance Committee. Senator Lennex defended that process, saying if anyone felt it need to be improved that they could work with Senate in order to do so.

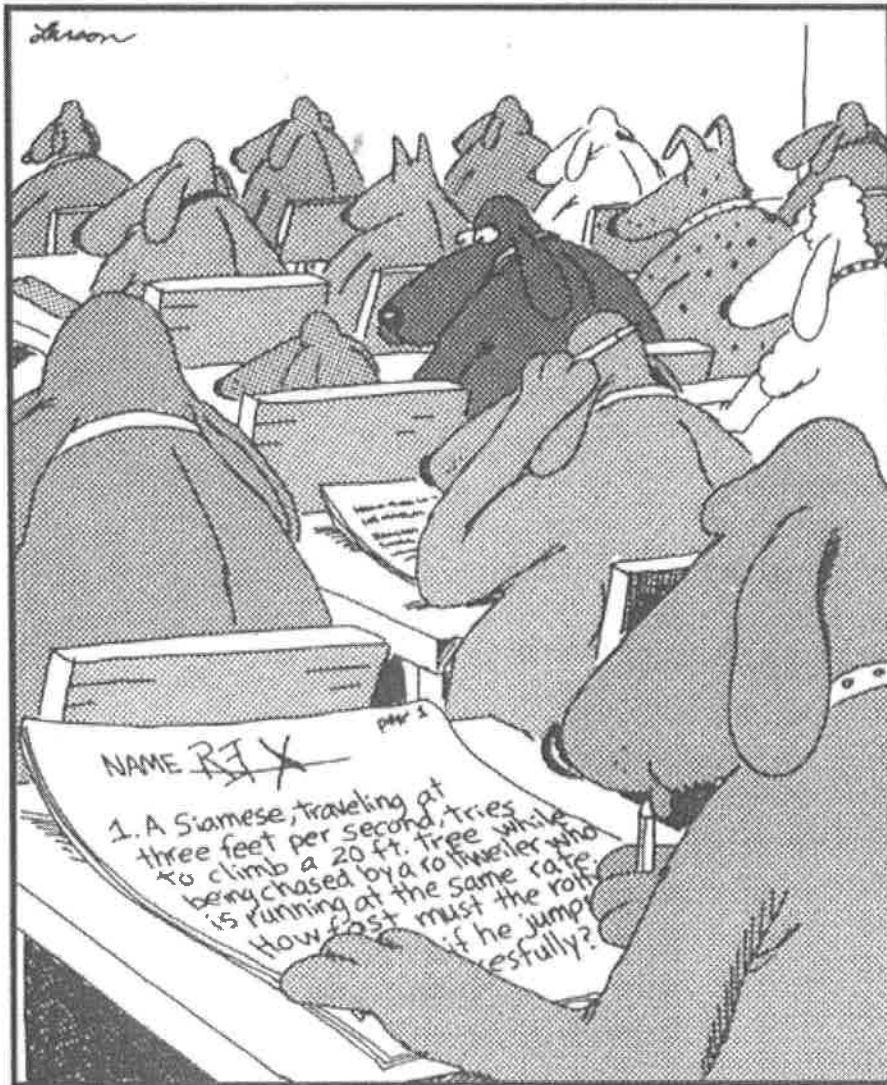
After this rather lengthy discussion, Proxy Senator Rogers moved to vote on the version of the PAC-2 that eliminated the college promotion committee. Senator Schack called for a point of order asking if a proxy could make a motion. Then Senator Lennex made the motion. Senator Tallichet seconded the motion to vote if it was needed. Chair Hare called for the vote that resulted in a vote of 18-11 that favored the PAC-2 version eliminating the College Promotion Committee.

Governance Committee Chair Lennex asked Senators if they are on a standing committee, let her know if that committee has not yet met this semester. Every standing committee is supposed to have met by September 15, to have chosen its leadership and to have an agenda. Second, Governance Chair Lennex said that her committee and the FS Issues Committee will be working together next week on revising the FS Constitution. She asked Senators to pass along to them any suggestions, comments or recommendations Senators or other faculty members may have. They can e-mail either her or Issues Committee Senator Joshi. Finally, Committee Chair Lennex also announced that they were working to update website lists of standing committees.

Issues Committee: No report.

## New Business

With no further business, Chair Hare adjourned the meeting.



Before their admission to any canine university,  
dogs must first do well on the CATs.

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



# Morehead State University

## 2018-2019 Academic Year Strategies

### Opportunity

Originally Submitted to CPE	Proposed New Strategies
Increase First-time freshmen enrollment of diversity population.	Develop and implement an array of marketing and recruitment actions that will result in an increase in the enrollment of diverse student populations.
Create a more diverse campus, meaning more diversity among faculty and staff, more diversity among student groups, and a campus environment that is more “friendly” to diversity, so that it becomes easier to recruit and retain a more diverse student body.	Implement an international student recruitment plan.

### Success

Originally Submitted to CPE	Proposed New Strategies
The plan utilizes high impact strategies to create strategies designed to support increased student success for Black/African American, Hispanic, low-income, and underrepresented minority students.	Utilize high impact practices and other evidence-based strategies to support student success and retention for African American, Hispanic, LI, and URM students. Examples include: first year seminars, corequisite education, intrusive advising for first year students, undergraduate research, and the completion of 30 hours per academic year for scholarship renewal.
Identify annual goals for underrepresented minority students and low income for the student success metric of 1 <sup>st</sup> to 2 <sup>nd</sup> year retention.	Utilize the Dedicated to Retention, Education and Academic Success (DREAMS) program to support the attainment of educational goals and academic success of participating students through mentorship and encouraging retention efforts through intentional programming and campus involvement.
Identify annual goals for underrepresented minority and low income students for the student success metric of graduation rates (6 year for four year institutions).	Conduct a reenrollment campaign and expand the use the needs-based aid to reduce the gap in graduation rates between LI and non-LI student populations and URM and non-URM student populations.
Identify annual goals for underrepresented minority and low-income students and for the student success metric of degrees conferred.	

# Morehead State University

## 2018-2019 Academic Year Strategies

### Impact

Originally Submitted to CPE	Proposed New Strategies
<p>Establish a baseline of community members' perceptions of diversity, equity, inclusion, and cultural competence at Morehead State University and determine how the institution may advance its goals for diversity and inclusion.</p>	<p>Utilize the 2018 National Survey of Student Engagement data related to campus environment as well as the student comments section to establish a baseline of campus perceptions of inclusion, equity, diversity and cultural competence at Morehead State University and use this information to guide the creation of a campus climate survey (survey to be administered in Spring 2020).</p>
<p>Create and support an emphasis that would serve as a cross-divisional, interdisciplinary organization to facilitate advocacy, education, and research related to social justice, diversity, inclusion, equality, and equity.</p>	<p>Create a bias response incident reporting mechanism for students, staff and faculty to manage timely and appropriate responses to bias incidents.</p>
<p>Increase representation of diverse faculty, professional staff and administrators through strategic recruitment and retention efforts.</p>	<p>Continue the use of strategic recruitment and retention strategies to increase the representation of diverse faculty, professional staff and administrators through strategic recruitment and retention efforts.</p>
<p>Identify various settings (integrating artwork and signage in common areas) that reflect the diversity of the campus community. Develop communication in venues that promote diversity, inclusion, cultural competence, and Diversity Plan action steps in ways that motivate the community to engage the community to engage in implementing the actions (e.g., the website, social media, on-and off-campus community forums, blogs, printed publications, exhibits, TV and radio interviews, presentations at conferences.</p>	<p>Create displays in various campus settings that promote inclusion, diversity, cultural competence, and the diversity plan action steps in ways that motivate the community to engage in implementing the actions.</p>
	<p>Explore and create a marketing and implementation plan for the development of a summer camp (2020) for rising URM and L.I high school students that will support engagement in the areas of inclusion and social justice in their communities and can be used as a recruiting tool.</p>
	<p>Explore contracting with an agency specializing in multicultural work to conduct a training of trainers which will result in a team of faculty, staff, and students who are prepared to facilitate discussions related to cultural competence and inclusive excellence throughout MSU's campus.</p>