

# Communications Report for Faculty Senate

November 15, 2018

## Overview:

Faculty Senate (FS) held its eighth meeting of the 2018-2019 academic year in Rader 111. Faculty Senate Chair-Elect Lesia Lennex, who was standing in for Chair Hare, made several announcements regarding deadlines for Faculty 180, open enrollment, LUX survey, and research & creative productions and revising the FS Constitution. President Morgan was in Frankfort on university business. Provost Bob Albert reported on tuition waivers and mold. Regent Pidluzny reported on the last meeting FS Executive Council (EC) had with President Morgan on changes in our health care benefits, the mass e-mail UAR change, mold issues and the dwindling number of faculty and compensation issues. The next Board of Regents meeting is on December 6. Senator Graves, who attended a recent General Education Council meeting, reported on the passage of two Enhanced First Year Seminar (E-FYS) Proposals. FS Committees gave reports of their current tasks. Specifically, Faculty Welfare and Concerns presented PAC-27 for a second reading. The revised version passed unanimously. The Governance and Issues Committees continue their work on revising the FS Constitution.

## Announcements:

Chair-Elect Lennex made the following announcements:

The Faculty180 deadline is Monday, November 26th, by 4:30 p.m.

Open enrollment ends Friday, Nov. 16. Regent Pidluzny spoke more about questions raised at the previous FS meeting on November 1.

Colleague, WebAdvisor and Self-Service down time is Saturday November 17 from 3am to 6am. Self-Service banking and tax information modules will go live.

LUX General Education Program Proposal surveys will close at 11:59pm on November 27. Make sure to check your e-mail. Then check your clutter and junk folders. If you did not receive a survey, contact either Dr. Suzanne Tallichet or Research Analyst Clarissa Purnell in OIRA. Links cannot be shared because they are person specific.

Statistics on the IDEA response rate are posted in the Blackboard shell under FS Meeting Documents for November 15.

Guidelines for Research & Creative Productions & IRB Proposals are posted. The nominations deadline for Distinguished Researcher & Creative Productions Awards is December 10.

There is still time to make suggested changes to the FS Constitution. Please provide feedback to either Governance Chair Lesia Lennex (l.lennex@moreheadstate.edu) or Issues Chair Nilesh Joshi (n.joshi@moreheadstate.edu). The Governance and Issues Committees will be having a joint meeting on November 29 and will be considering revisions before the revised version goes to Executive Council and then back to FS in January. The reviews and revisions are on schedule. There will be a first reading at the January 17 meeting held in ADUC!

FS meetings are open. Ask colleagues to attend as proxies or just ask them to attend if there is something on the agenda that interests them.

## Provost Report

Provost Albert reported on the statewide tuition waiver program that discussed the day before at the President's Leadership Council Meeting. He said, "everybody knows that the university presidents agreed to continue the waiver program across the public universities for the fall semester. They have met again and have agreed to continue through the spring semester. Starting with the summer term, the institutions will be requiring folks who were eligible for the waivers to pay 25 percent of the tuition at the institution at which they are taking the courses. So instead of being free, it is a 75 percent discount." That applies only to undergraduate and Master's programs. There are no agreements going forward after spring term for doctoral programs.

Regent Pidluzny asked Provost Albert "what if there are people still working on doctorates and they can't finish in the spring. Would the university consider helping them defray the continued cost?" Provost Albert responded, "the tuition waivers that are afforded to MSU employees for MSU courses will continue." Regent Pidluzny continued to ask, "what about MSU faculty or staff who are three semesters from finishing a doctorate ... it is in MSU's interest that they finish. So one thing you could think about is whether there is a way we could" support them "even if the other institutions won't do a waiver." Provost Albert responded, "Well, that was not discussed so I can't offer any response to that other than we can take it to the President."

The other issue that Chair-Elect Lennex had asked Provost Albert to address was the mold situation in Baird. He did not have many details, he said "our facilities management folks have been working diligently to address the problems. It is my understanding that they have the mold situation in Baird taken care of." He said they address new cases as they are reported to them. "I know this is not much consolation to anybody, but MSU is not the only university dealing with this issue. There was an article in the Chronicle of Higher Education in the last week about the mold problem at a number of universities and it is attributable to the weather conditions we have experienced this last summer."

At MSU, Provost Albert said that Kim Oatman and his crews "are taking care of all the open areas. They don't go into student rooms unless they are asked to do so. The students have to report the mold through SchoolDude and when they do, facilities is addressing it as quickly as

humanly possible.” Overall, it has been frustrating. He said the news on social media does feature some exaggerations, but that certainly does not discount the problems we have had and need to be addressed.

## Regent’s Report

Regent Pidluzny reported that the BOR has not met since our last Faculty Senate (FS) meeting on November 1. The next BOR meeting is scheduled for December 6th in ADUC. The time will be announced later. Once the meeting details and materials are circulated to the BOR, he will advise Faculty Senate by email. As always, meetings are open to the campus and the broader public.

Last week, Dr. Morgan met with the FS Executive Council and with the student, staff, and faculty constituency leaders. In these meetings, and by email, Dr. Morgan answered several questions recently raised by faculty and otherwise addressed a few lingering faculty concerns. First, we received a detailed answer to the question Senator White posed for a constituent at the last meeting, namely, what accounts for the uneven increase in health insurance premiums across coverage categories and plans, how are these rates set, and how do they relate to the actual cost of coverage charged by our provider? In a nutshell, the institution was trying to do two things at once: move the employer-employee cost share from 82:18 to 78:22, and correct the subsidy differential among coverage categories (single, married, families, sponsored dependent) to bring them into line with standard practices in the higher education marketplace. The goal was to implement a 10% subsidy differential, with those sponsoring dependents/families paying a modestly higher proportion of their coverage cost (while nonetheless receiving a higher dollar value subsidy). The premium increases required to achieve both objectives were determined by an actuarial analysis conducted by our consultants at Sibson Consulting. Here is an example provided to illustrate the approach:

The 2019 required employee contribution for the Life Long Saver Plan is \$85/month which is 13.3% of the total cost of single coverage of \$640/month. This compares to a required contribution of \$306/month for family coverage or 23.3% of the \$1,313/month cost.... Overall MSU is subsidizing 78% of the cost of coverage for all plans based on our financial constraints for 2019, although that percentage varies depending on plan selection and family coverage tier.

Second, Dr. Morgan addressed the UAR that prohibits faculty-wide communications from FS. He explained that he has asked IT AVP Chris Howes to establish a “dead end” faculty list serve that will allow the Chair of Faculty Senate to communicate the FS meeting agendas, minutes, and communications reports directly to the faculty.

Third, Dr. Morgan addressed ongoing efforts to remediate mold problems in Baird Hall and a number of dormitories. The institution has engaged contract cleaning crews, has accelerated the replacement schedule for HVAC system filters, is working to clean HVAC systems in affected buildings, and has invested in HEPA filters in the hope of reducing these problems in the future. SGA reps confirmed that efforts to clean the affected dorms have been fairly aggressive both

with respect to public areas and student dorm rooms. While acknowledging the seriousness of the problem, Dr. Morgan pointed out that environmental conditions (near Biblical rains this Fall) aggravated the problem this year. And not just for us: public institutions across the state have been dealing with similar issues. While Dr. Morgan threw no stones, Regent Pidluzny drew the conclusion from their discussion that maintenance standards/practices could have been more exacting in the past. As such, this has clarified need and afforded opportunity to improve our standard processes and tighten maintenance schedules. Without minimizing the seriousness of this problem – conditions in a music building should never make it difficult or impossible to rehearse, sing, etc. – it appears there has been a good faith effort to address these problems, including specific instances of mold build up noted by faculty/students/staff. To that end, or if you know of problems that have not been addressed, Dr. Morgan has asked that we continue to bring attention to mold and related maintenance problems by contacting our deans.

Fourth, the EC, along with Chair Hare and Regent Pidluzny, have continued to express the view that dwindling faculty numbers are among the most serious threats to our programs and, therefore, to the institution. We have also underlined that retention of faculty under conditions of continuing salary stagnation will be difficult, pointing to IPEDS data that shows MSU's salary outlay on faculty, both as a proportion of payroll expenditures and as a proportion of E&G revenues, seriously lags behind peer institutions. Dr. Morgan has acknowledged the imbalance whilst noting that our current basket of budget pressures make addressing the problem quickly very difficult.

Please send Regent Pidluzny any questions and concerns as they arise so that he can raise them with the BOR and/or Dr. Morgan. Dr. Morgan has been excellent about responding quickly to the issues we raise.

He is also in the habit of forwarding press releases and press coverage of student/faculty successes to the BOR. This is a great way to let the BOR know details of the great things going on in Academic Affairs. Even when they are not picked up, our press releases are great publicity for the institution as they fly around social media, raising awareness of our excellent programs in our service region and beyond. Our Regent knows many faculty and departments put a good deal of energy into putting press releases together and he thinks it is important to note that the BOR is one of the audiences they reach. The Office of Communications and Marketing has also expressed an eagerness to support faculty and staff efforts to make more of our stories public. Dr. Hornbuckle, our Chief Marketing and Public Relations Officer, recently spoke about a new way for the campus community to share its successes, news, and points of pride with her office. Here's the link:

<https://www.moreheadstate.edu/Administration/Communications-Marketing/Share-Your-MSU-News>

## Staff Congress

Staff Congress (SC) Clarissa Purnell addressed FS with two updates. The first was about how Staff Congress leaders handle “staff concerns” which are communicated to them in writing for their response. “The normal course (of a staff concern) is that they go to the Committee on Staff Concerns’ three elected officers and the committee chair.” The committee chair then sends that concern out to the appropriate individual in a given unit. For example, if the concern involves Information Technology, then it goes to IT Director Chris Howes or if it involves facilities, the staff concern goes to Kim Oatman. “We recently received a concern that named a staff member by name and described a situation that the person with the concern thought was unfair. So we have decided that we are not publishing any names when it (the concern) goes in the SC Newsletter. The name and any identifying information will be redacted. ... It is not fair to put a name out there that will ruin a professional reputation. A concern may be valid and it may not. It is not up to us to judge. So when those concerns come in, I am going to send those to the person’s supervisor and copy the VP to which that unit or department reports. That will put another layer of resolution into the situation if the supervisor is not addressing the issue, the VP will ultimately have to respond to it. I have 100 percent faith that if the situation is not resolved, we will see another response submitted and at that time it will probably just go to the VP.” She said that the VPs are ultimately responsible and they need to know what is going on and provide accurate responses. Moreover, the response received back from the VP will not be published either in order to preserve anonymity. There will just be a generic response that the concern was sent to the supervisor and VP for appropriate action. They do require a response in order to make sure that the concern is investigated and resolved.

SC Chair Purnell also said, “we did revise our Constitution. Our revisions were pretty simple.” Staff Congress had their first reading in October, but the second reading in has been delayed until their December meeting. They hope to have their revised version to the Board by the first of the year.

## General Education Report

The General Education Council met Monday, November 12 from 3-4:30pm. Senator Graves, who volunteered to attend the meeting for Chair-Elect Lennex, reported that the General Education Council passed two FYS proposals. According to him, the first was “for an Enhanced FYS (course) and the second was to make the Enhanced FYS the equivalent to the typical FYS.” He explained that CPE no longer allows universities to offer developmental courses that are not credit bearing, but eliminating these developmental courses will not meet the remedial reading needs of our students. So the administration’s solution was to create and get approved an “Enhanced” version of FYS to meet the remedial reading needs of our students.

Senator Graves also reported that E-FYS was worth a 4 credit hours of an instructor’s load, but there would be no extra compensation for such. He also said that a reading specialist would be assigned to each course to work with the instructor. He said that Associate VP Dr.

Laurie Couch was aware that this would set a precedent with which they would have to deal with later in proposals submitted by Math and English.

Senator Grupe questioned the utility of giving a faculty member 4 credit hours because faculty do not get full credit for that four hours which is "a general problem we have." Senator Graves likened that situation to graduate courses that bear a 4-credit hour load, but no faculty member gets compensated for the extra hour.

Senator Schack asked if the if E-FYS instructors who were teaching the regular part of the FYS class were also teaching the enhanced portion. Senator Graves responded that the reading instructors are teaching that enhanced portion, saying this feature represents "individualized instruction outside of the context of the course." He said that the reading instructors and FYS instructors were not the same because the reading instructors have the necessary certification that the FYS instructors do not.

But Senator Long said that he was well-acquainted with the E-FYS Proposal and that was not the case. Only in some cases would there be two instructors involved with teaching the same FYS class. Senator Graves responded, "that was not how it was presented at the meeting." Senator Long asked "presented by whom?" Senator Graves indicated that the information came from AVP Couch.

Senator White asked "where exactly are these reading instructors coming from?" Senator Graves responded that "it is the faculty members who are currently certified to teach reading" from the College of Education. Senator White continued, "so this FYS was not created with faculty input and now policies are being implemented about FYS forcing the hand of a variety of departments and basically creating competition between FYS and a variety of departments. I am very uncomfortable about this. There is something about this situation that places policy changes beyond the control of the Faculty Senate and faculty." Senator Graves responds saying, "well, that is one of the reasons why there is going to be a review of the new general education policy. Those kinds of concerns are supposed to be addressed by our group." He continued saying that FYS was one of the concerns the LUX General Education Program Proposal Evaluation and Implementation Review Committee. Senator White continued saying, "from what I see you could basically implement any policy you want for FYS because there is no real opportunity for the Faculty Senate or for faculty" to raise concerns. "It is a situation that I don't think is appropriate." Senator Graves responded saying "well, the new configuration was the result of a curriculum committee that Associate VP Couch put together. Yes. It was passed by the General Education Council, so maybe we are back to this notion to who handles what which needs to be defined."

Amid some misunderstanding about the positive nature of her statement, Senator Dearden pointed out that at the very least the reading specialists would keep their jobs at MSU under the current circumstances.

Senator Long asked about the faculty status of the FYS instructors, saying “how many tenured or tenure track faculty teach it? How many instructors teach it? How many adjuncts teach it? How many staff members teach it? One of the concerns is that you already have people outside the purview of Academic Affairs, at least from the Senate’s point of view, who are meeting that instruction (need). So what is the breakdown of faculty currently? Is this fall the first cohort that did that?”

Senator Prindle added, “I just have to say that I have heard a lot of talk from my constituents wondering about the real need for FYS and the validity of it.”

At that point in the discussion, Chair-Elect Lennex explained that FS needed to stay on task. She continued saying that any questions or concerns that any FS members or their constituents may have about General Education should be sent to her and that she would take these issues up with AVP Couch to find out what is going on. She will report back to FS in January.

Slightly more discussion was heard about an error that was corrected by the time the E-FYS proposal was presented by Dr. April Miller at the November 12 meeting of the GEC. Originally, the course formula had been designated as 3-2-3. The correct designation as noted during the meeting was 3-0-3.

NOTE: The aforementioned proposals were kindly sent to your Communications Officer by the faculty involved with their development and passage. Those documents are located under FS Meeting Documents for November 15, 2018.

## General Education LUX Review Report

Senator Tallichet, who chairs the LUX General Education Program Proposal Evaluation and Implementation Review Committee, reported that the LUX Program surveys for faculty, staff and administrators are now live and will end at midnight on Tuesday, November 27. She strongly urged faculty to look for the survey, checking their clutter and junk folders, and to participate in the review process. The CO would like to reiterate that should a faculty member need to receive a survey, they should make that request directly to either Dr. Suzanne Tallichet or Research Analyst Clarissa Purnell in OIRA. Do not use a link to the survey shared by a colleague.

## Faculty Senate Committee Reports

Academic Issues: Committee Chair Grupe reported that the committee met last week and had a thorough discussion about compensation which they will continue into next semester. IDEA forms were discussed along with low response rates and how that can be improved. The third issue the committee is working on involves how grant proposals and grants are processed and how that could be improved. Chair-Elect Lennex reminded FS members that IDEA reports and return rates are posted on the FS Blackboard site.

Evaluation Committee: Chair Blankenship reported that her committee was asking for information from all the chairs of all university committees if they have updated their websites. They will be submitting a report to the Governance Committee. They are also working on evaluations about Deans and Chairs with HR. They continue to gather information on how FS is perceived at MSU.

Faculty Welfare and Concerns: Chair Carlson presented a second reading of the revised version of PAc-27 due to the discovery of an internal contradiction in the document. In Section 6, the Deans are required to evaluate tenure candidates annually and those letters are required to be in the candidate's portfolio. In Section 8, #4, the Dean's letters are required to be in the tenure candidate's portfolio during only three years of the five years. Feedback from the Deans indicated that they preferred to write letters in those three years indicated. In Section 9, there was another error about the routing of the portfolio from Dean to Provost in years other than the final tenure year. That was also revised in order to indicate that the portfolio goes from the Dean back to the candidate in years other than the one when the candidate is eligible for tenure. Additionally, during some discussion, the term "department" was changed to "department-level" to clarify the sentence only.

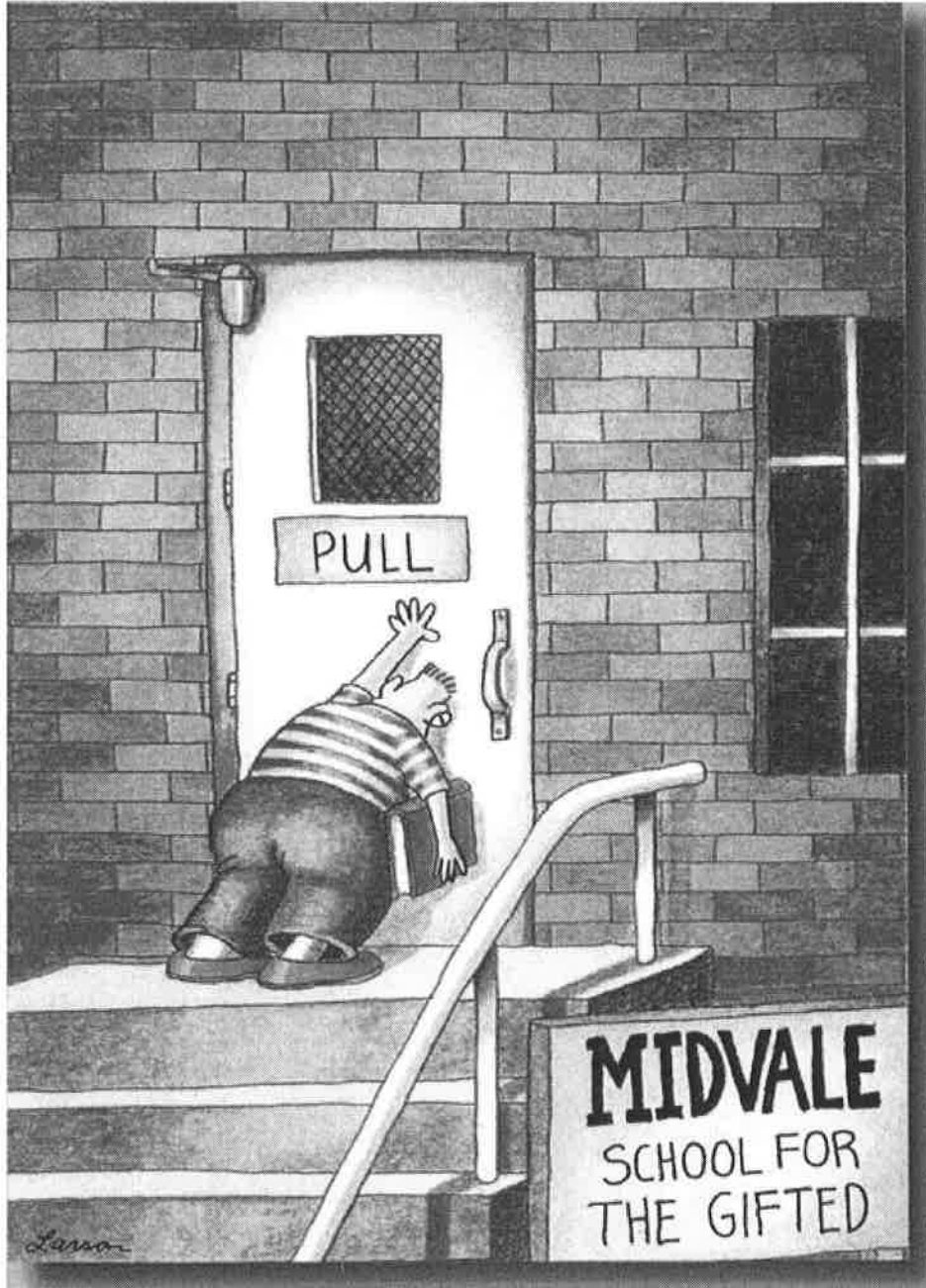
Motions were made and the revised version of PAc-27 passed unanimously.

Governance Committee: The committee continues to work with the Issues Committee on revising the FS Constitution. She said there was still time for constituent input into the FS Constitution. The Governance Committee would be meeting again on November 29. The committee has also completed the General Education Committee description that they will bring forward at the next FS meeting on January 17.

Issues Committee: Chair Joshi reiterated that they were working on the FS Constitution and that the various focus groups assembled for this purpose were submitting their information. He said based on what he was hearing from faculty and FS members that "there would be some significant changes to some areas of the Constitution." A revised version will be posted on the FS Blackboard site.

And with no further new or old business, Chair-Elect Lennex adjourned the meeting.





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