

Communications Report for Faculty Senate

February 7, 2019

Overview:

Faculty Senate (FS) held its tenth meeting of the 2018-2019 academic year in ADUC 321. Faculty Senate Chair Tim Hare made several announcements reviewed below. Provost Bob Albert reported on President Morgan's upcoming budget forums, an evaluation of academic coordinators for SACS review, a review of PAc-10: Extraordinary Faculty Compensation and the UAR governing workload calculations. President Morgan was not in attendance. LUX Review Committee Chair Tallichet gave an update that the LUX Review Committee was finishing up their modifications to LUX which would be presented for one more round of faculty feedback before a full faculty vote. FS Committees gave reports of their current tasks. Specifically, the Governance and Issues Committees presented the second reading of the revised FS Constitution. It passed unanimously and will be passed on to faculty for their vote. In new business, the possibility of extending the Distinguished Teaching Award to Instructors was discussed.

Note: Faculty Senate will hold its next regular meeting on February 7 at 3:45pm in ADUC 329.

Announcements:

Following the FS approval of the 1/17/2019 meeting minutes, Chair Hare made the following announcements:

- The Faculty Senate Chair will now be able to send email messages directly to all faculty and instructors at MSU en masse. Note that the "Reply All" capability will be disabled to minimize email flow. His first e-mail message will be to send out the newly revised FS Constitution to all faculty members.

- Parking at ADUC has been a problem for Senator and now Chair Hare has received approval for Senators to park in the "30-Minute Visitor Parking " spaces adjacent to ADUC. You should not get a ticket, but if you do call Joe Stiltner at 783-2220. Don't park there unless you really need to do so.

- At the last FS Meeting, the Provost asked that four faculty members serve on the Student Evaluation (IDEA) Committee in order to establish alternatives to IDEA since the cost will be increasing dramatically. Those faculty members are: Katy Carlson, Dirk Grupe, Beverly Klecker and William Grise. Additionally, anyone who has a departmental student evaluation form they can share is invited to send that form to Katy Carlson (k.carlson@morehead-st.edu) or Dirk (d.grupe@moreheadstate.edu).

- In an effort to streamline university standing committee reporting, Chair Hare asked those faculty members who are responsible for taking the standing committee's minutes to please send them to FS Secretary Barbara Willoughby (b.willoughby@moreheadstate.edu). She will then send the minutes to the Camden-Carroll Library to be archived.

- Chair Hare also announced that, as always, FS meetings are open. He asked that Senators encourage colleagues to attend.

President Report

No report.

Provost Report

Provost Albert reported that a campus-wide e-mail had gone out today reminding employees about an open forum provided by the President set for Tuesday (February 12) at 11:30am – 12:30pm and another on Thursday (February 14) from 3-4pm. Both will be held in 002 Breckinridge.

The Dean's Council is beginning "to look at all the academic program coordinator positions on campus, trying to get a handle on how they are managed" for the upcoming SACS Review. He said "there is language in the SACS standards that notes that you need to have academic program coordinators for every academic program and so there has been some question about if we really have that or not. That opened up the discussion about what are the responsibilities of the program coordinators? Are they getting reassigned time? Are they getting stipends?" And he continued, "so I got reports in from all the Deans and it's all over the board. So we are going to be more carefully reviewing that on an ongoing basis to see if there is some room for consistency in application. I recognize that there are all different types of programs all across campus and we can't have perfect consistency, but to the extent that we can have some consistency, we will be looking at that."

Provost Albert also said that he had met with Senator Carlson yesterday with questions about some policies that her Senate Committee is reviewing. At that time he wanted Faculty Senate to know that the Deans have decided to take on a review of PAc-10: Extraordinary Faculty Compensation. They are revisiting it now because the last time it was reviewed was 1994. Obviously, since then the delivery technology has changed and the policy needs to be updated to include the creation of new sessions, specifically Winter Session and Maymester. Currently, the policy reads that a faculty member can be compensated for 12 hours during the summer session in addition to their base salaries. And the previous Provost declared that Winter Session was not a part of the 12 hour restriction. That will be reviewed along with other portions of the policy.

Provost Albert also said that he has been approached about faculty workload calculations with different and older versions of it. He said that "the most recent document showing workload calculations came from about 5 years ago when Gerald DeMoss was Interim Provost." Provost

Albert said he had shared that document with Senator Carlson and has “asked Dean Wayne Miller, who is reviewing UAR 136.02 on Instructional Delivery to think about the consistencies or lack thereof in that UAR and that faculty workload policy and bring them into synch with one another and to include that faculty workload document as at least an appendix to that UAR so we have a permanent place where that is housed and everybody knows what’s the most recent version.” He said he hopes to have the work on UAR 136.02 completed by the end of the semester. He sent that workload document out to all the Deans today and has asked that they share with all the faculty in their Colleges. “It’s not secret,” he mused.

Regent Report

No report.

Staff Congress Report

No report.

General Education Report

No report. Chair-Elect Lennex reported that the General Education Council has not met.

General Education LUX Review Report

Senator Tallichet, who chairs the LUX Evaluation and Implementation Review Committee, reported that the committee has met three times since the semester began and has completed major revisions to LUX which will be reviewed by the Committee one last time before faculty will be asked to review those general education modifications for feedback to the Committee one more time. Then the newly revised version of LUX will be presented to and voted on by faculty. LUX Review Committee Chair Tallichet thanked members of the LUX Review Committee for their work.

Faculty Senate Committee Reports

Academic Issues: Regent Pidluzny stood in for Chair Grupe who is out of the country temporarily. Regent Pidluzny reported working with Staff Congress on benefits comparisons among in-state institutions at a recent meeting. That work is on-going. Chair Grupe has also been collecting the different student evaluation instruments from the different departments for the Committee to review.

Evaluation Committee: Chair Blankenship reported that her committee has sent out messages to all of the university standing committee chairs with four questions to assist in updating website information. Only a four have responded, but they will send out a reminder soon. Their second task is about evaluating the Deans and Provost Albert has agreed to assist them with this. The committee has reached out to Institutional Research and Human Resources about previous evaluation forms for Deans, but has not yet heard back from them. The committee is looking for a copy of the Dean’s evaluation form. Provost Albert suggested asking Dr. Jill Ratliff (IR) to send out a copy of what was recently used to evaluate Associate Deans and Chairs. He said it could be modified for evaluating Deans.

Faculty Welfare and Concerns: Chair Carlson reported that her committee continues their work on workload issues.

Governance Committee and Issues Committee: Chair Lennex and Chair Joshi presented the revised FS Constitution as a second reading. From our January 17 meeting, it was previously reported that some of the notable changes are:

- Makes tenure track faculty eligible after one year of service
- Reduces a Senator's term from three to two years
- Reduces the number of FS Committees from five to four by dissolving the Issues Committee
- Changes the term "Chair" to "President"

There were a few more additional substantive changes to the Constitution since the last FS meeting on January 17. They involved an addition to the FS Secretary's duties to send FS minutes to the C-C Library to be archived and that Faculty Senators teaching during the summer were required to attend FS meetings if there are any and that other Senators who are available can attend and vote as usual.

Chair Hare clarified that if FS voted to approve the revised Constitution today, then it would go out for a full faculty vote for approval during a two week period. It would then be sent to the President who will submit it to the Board of Regents at their April meeting for their approval. He explained that this was necessary for the SACS review and it needed to be done every two years. Any feedback from faculty should be gathered for the revision to occur in 2021. There are 232 faculty eligible to vote and a simple majority is needed for full faculty approval of the newly revised FS Constitution.

After reviewing the revisions in the document, FS voted unanimously to adopt the newly revised FS Constitution.

New Business

Discussion was heard about whether to include Instructors as eligible for the Distinguished Teaching Award by the Committee for Excellence in Teaching or to create a separate award.

Senator Schack suggested that the process by which faculty are nominated and selected for the award needed improvement. Senator Carlson asked for clarification to which Senator Schack said she had been on the committee multiple years and the process seemed "uneven" and "not very rigorous in terms of getting faculty nominated and then it takes a lot of time for the people who are on the committee to do the observations and review the portfolios. It just seems like there are people who get skipped over who would probably be really good candidates."

Senator Long questioned the criteria by which the awardees are nominated. Chair Hare explained more of the selection process. Senator Lennex suggested that different awards be

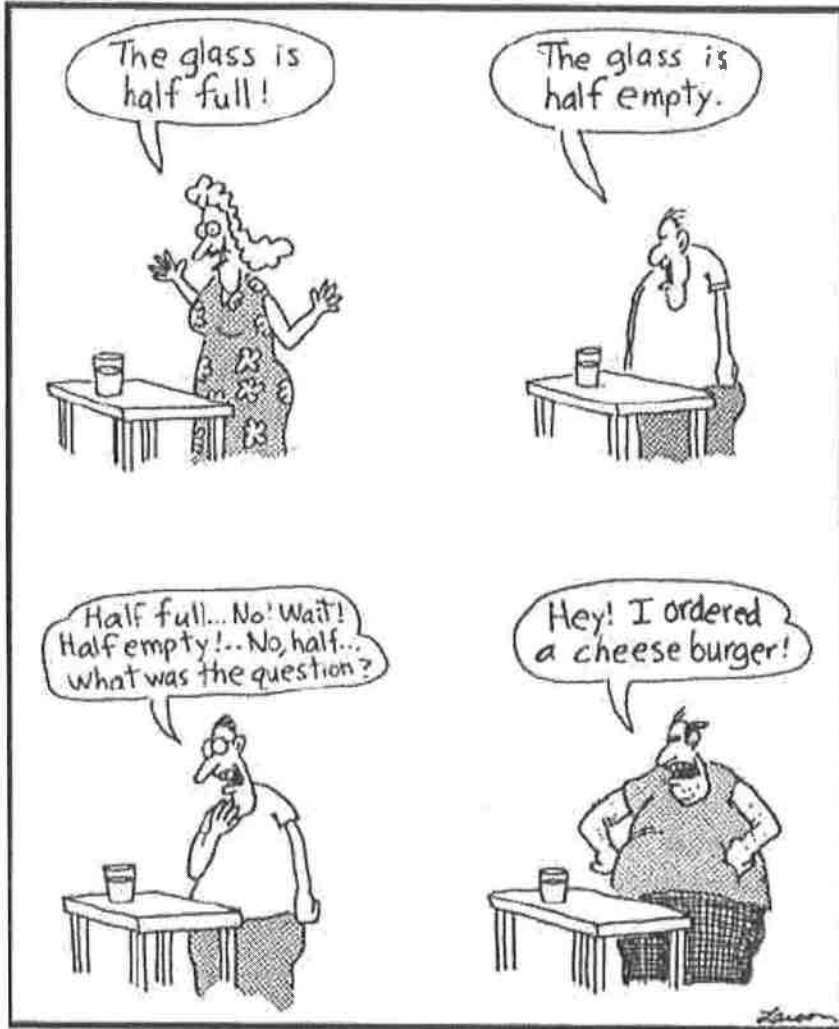
established “based on classification of teaching because tenure track faculty teach as part of many other factors and we have many other classifications of folks whose sole responsibility is teaching. So I would suggest we have different awards for each classification.” Chair Hare pointed out that some Visiting Assistant Professors are only here for a short period of time and argued for nominating those faculty who teach over an extended period of time in a non-tenure track position. Senator Lennex pointed out that a useful distinction might be part-time and full-time classifications. Senator Carlson pointed out that if there are two separate awards, another committee will have to be established to do the work selecting awardees.

Provost Albert explained that this possibility had been brought to him by a faculty member. Regent Pidluzny pointed out that this was a good idea to explore because we do have “many instructors who have been here a long time and who in many cases contribute as much as tenure eligible faculty and it is not as though we are increasing their compensation, so recognition becomes more important.” It is one way to show that they are appreciated, he said, and he suggested that the Excellence in Teaching Committee description could be revised to include a review of instructors. He said there may be a way to add the award without dramatically increasing the work of that committee.

More discussion was heard about the number of years a faculty member had taught and the differences between teaching done by tenure track faculty relative to that done by instructors. The question was raised about the number of instructors we have on campus which may be an important consideration in settling the matter. Senator Lennex said she would find out. Regent Pidluzny suggested that the award could be limited to non-tenure eligible faculty with more than possibly five years of teaching. He believed that something could be worked out.

Provost Albert said that at this point in the discussion he could “take the general nature of this conversation” back to the Excellence in Teaching Committee and ask them, after they have completed their review this year, if they would consider the comments made here and come up with a recommendation about how to approach this for next year. He added that each of the Colleges could come up with their own teaching awards.

Following this discussion, Chair Hare adjourned the meeting.



The four basic personality types

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