

Announcements for the FS meeting 2020-September-17

- **University's COVID-19 Response:** Our request for having Lesia Lennex on the Rapid Response Team was denied. To the president's response: *The response team was put together and is composed of individuals who are driven by title/function and have a core need to be on the team (i.e., delivery of student health care, food coordination, cleaning, etc.). The group also handles quite a bit of health information. Do also note, this is not a policy group, but rather a working group that implements the protocol and/or response during the day, evening, night, and weekend related to student needs. In other words, they are down in the trenches conducting the work.*
- **Plan for Spring 2021:** AS you heard the provost on the September 15 town-hall meeting, we will start the Spring semester on January 19, which means all delivery forms will start that day, which is the day after MLK Day. In doing this we avoid students having a long weekend. There will be no Spring Break in Spring 2021, but there will be two non-instructional break days, February 17 and March 30, which are both Wednesdays. The lecture part of the semester will end on April 30, 2021 and the final week will be May 03-07.
- **QEP co-directors are visiting departments:** You may have been visited already, or in the next few weeks, QEP Co-directors Tim O'Brien and Laurie Couch visit the departments to discuss the QEP. Please go to these events and ask questions. Make sure to address workload issues and other question you have,
- **Numbers of Full-time Faculty:** The numbers of tenure and tenure track positions (Assistant, Associate, and Full Professors) has declined over the last 5 years from 283 in 2014 down to 207 in 2019. In the same time the numbers of non-tenure faculty (Instructors and Lectures) have increased from 76 in 2014 to 183 in 2019 as shown in Figure 1. The consequence of the decline in tenure and tenure-track faculty is that the student to tenure/tenure-track faculty has increase from 23 in 2014 to 28 in 2020 as displayed in Figure 2. The official University number uses all faculty including Instructors and Lectures to make us look better? The remaining tenure and tenure-rack faculty have more work with advising students and service work.

Lesia Lennex gives an overview of the current situation on our faculty number, taking those tenure and tenure track faculty into account whose primary responsibility is teaching and research (9 month contract), not administrators. Lesia if also looked into the number of years of faculty served at MSU and the result is that 73 out of 186 faculty have more than 19 years of service. This is 40% of all faculty! The results are shown in Figure 3.

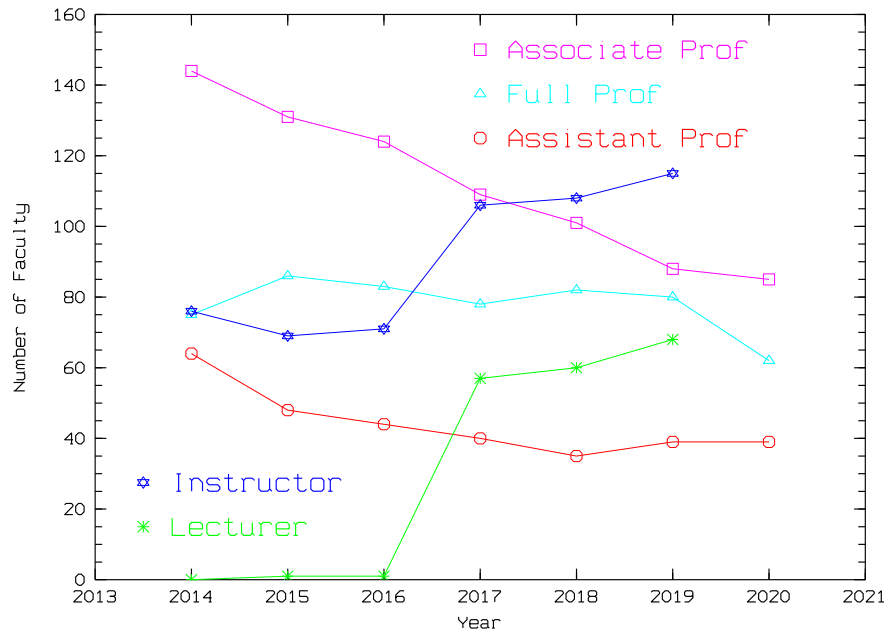


Figure 1: Developments of the different faculty positions are MSU from 2014 to 2020

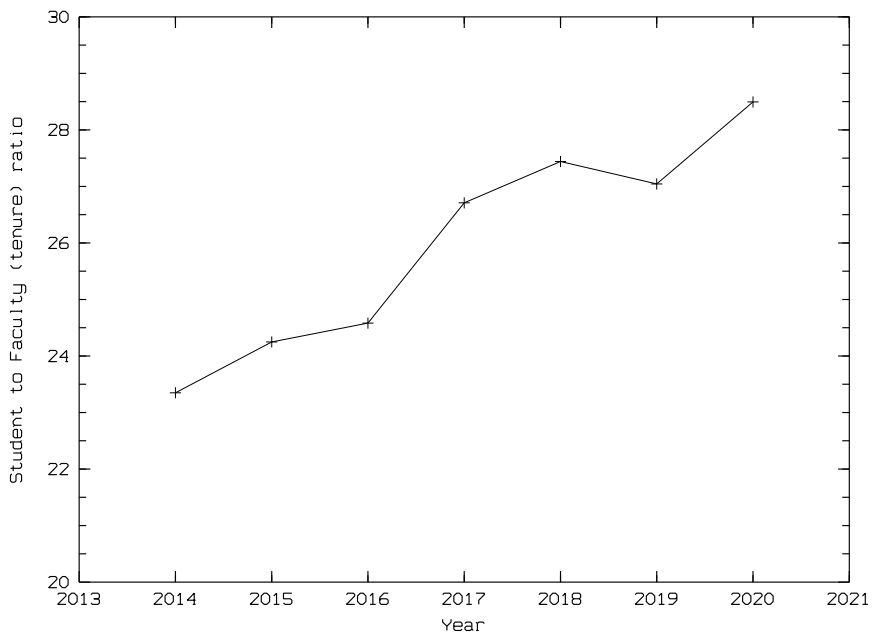


Figure 2: Developments of the student to tenure and tenure-track faculty ratio from 2014 to 2020

Fall 2020 FT Faculty Data-- Years in Service for Tenure/ Tenure- Track Faculty, VAP, and Instructors

Academic Category/Faculty PG-2		Assistant	Associate	Professor	Total TT	VAP	Instructor	Total TT VAP I
Years	0-10	37	15	1	53	12	53	
	eleven - 14	1	18	7	26	1	13	
	15-19	1	28	23	52	0	17	
	20-24	0	9	15	24	0	5	
	25-29	0	11	9	20	0	2	
	30-36	0	4	7	11	0	0	
	Total	39	85	62	186	13	90	289
	% in rank	21	46	33				

Tenure-track comprises 64% of faculty
 VAP is 4%
 Instructors are 31% of faculty

*4 individuals were identified with titles not matched to Personnel Roster; those faculty were not included to lists or totals.

Tenure-Track by the Years:		Total	Percent
10 or fewer years		53	28
11 to 14 years		26	14
15-19		52	28
20-24		24	13
25-29		20	11
30-36		11	6
		186	100

* 18 of these people have 19 years of service

53 faculty (28%) have 20 or more years of service
 This will increase to 71 faculty (38%) within one year

*Percentages could vary if we have retirements or departures with no replacements

Fall 2020 Faculty Data-- Years in Service for Department Chairs, Associate Deans, and Regional Campus Director

Administrative Category PG-2	
Years	0-10
	eleven - 14
	15-19
	20-24
	25-29
	30-36
	Total

Total Number of Faculty as listed for Fall 2020 including all categories

310

*Official University Communication includes 312 FT Faculty *

Figure 3: Current status of the number of tenure and tenure-track faculty in Fall 2020

- **Extended Library hours:** As you have seen the president's announcement from September 08: "Our Library will begin staying open in the evenings until 8 p.m. Monday – Friday, as well as on Saturday's from 1–8 p.m." The problem is that the library does not have to safely staff the library at these extended hours. Students so not necessarily follow health guidelines while in the library.

A response from our library senators: *My constituents are still concerned with safety. Currently two library staff are out for the next several days awaiting test results. Similarly several students workers are in the same situation. As Dr. Gregory states below the attendance is currently low between 4pm and 6pm, so at this moment there is little increased danger. However, as the weather gets cooler and as mid-terms approach our headcounts could increase dramatically. In normal times this would be very welcome. However, library staff report that while there have been no verbal refusals to comply with CDC guidelines there has been a significant number of instances of students displaying body language that communicates negativity and frustration.*

My constituents who I have consulted continue to believe that it would be much wiser to have a 6pm closing time.

An additional concern is that there might be a presumption underlying the push to extend hours that people working in the library are interchangeable and can step into each other's roles. This is simply false. If several key workers in Access Services had to quarantine simultaneously, it is impossible to imagine that we could keep our doors open even during the day.