

2019-2020

MOREHEAD STATE UNIVERSITY FACULTY SENATE COMMUNICATIONS REPORT

The 14th regular meeting of the Morehead State University (MSU) Faculty Senate (FS) occurred on April 16th, 2020 at 3:45pm on WebEX.

The following attachments relating to this meeting are available under Meeting Documents on the MSU FS Blackboard (BB) shell:

- Minutes from FS Meeting April 30, 2020
- Minutes from FS Special Called meeting May 7, 2020
- Minutes from FS Special Called meeting June 2, 2020
- Organizational Chart approved by BOR 6.18.2020
- Resolution re Relief of Online & Hybrid Fees – 1st Reading
- Resolution re Mask-Wearing at MSU – 1st Reading
- Committee appointments
- Teacher Education Council – 2nd Reading

Chair (Senate President per the recently signed FS Constitution by the BOR) Lennex made the following announcements:

- Faculty Senate Constitution approved by BOR 6.18.2020! Two notable points: 1. Senate terms are now 2 years instead of 3, and 2. Chair Lennex is now President Lennex.
- General Education Council Revisions approved by President 5/2020
- Removal of UAR 900.01 because policy is stated in Student Handbook: [https://www.moreheadstate.edu/Student-Affairs/Dean-of-Students/Student-Handbook/Family-Educational-Rights-and-Privacy-Act-\(FERPA\)](https://www.moreheadstate.edu/Student-Affairs/Dean-of-Students/Student-Handbook/Family-Educational-Rights-and-Privacy-Act-(FERPA))
- Healthy At Work information about Summer and Fall COVID-19 guidelines: <https://www.moreheadstate.edu/healthyatwork>
- Organizational Chart approved by BOR 6.18.2020
- Dr. Michael Henson retirement June 30; the VP and Dean positions he occupies will no longer be one position; the Director of Sponsored Programs job description is not publicly available, and no timeline has been provided to fill the position, but it has been budgeted and approved by BOR. Susan Maxey is currently serving as the Director and Graduate Certification Officer and will continue her role as she also assumes Dr. Henson's responsibilities.
- Online Teaching Workshops Session 1 and 2 filled; Session 3 may have space. As students in the workshop, you will be paid for participating.
- Lennex took time to go over the list of activities the FS had taken on over in 2019-2020.
- Provost's office is revising this page for Fall semester at: <https://www.moreheadstate.edu/access>.

President's Report-no report

Provost's Report – no report

Open Forum: Charles Gancio and Traci Webster from the MSU Bookstore were here to discuss E-textbooks.

Here are some points from their discussion:

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- Right now, 875 titles of course materials or books (55%) are digital. This is saving students a good amount of money. It also means less physical inventory. It has impacted in a good way, how much it costs the bookstore to provide resources for students.
- The bookstore will be sending four emails to students before classes begin to remind them that they are moving to digital textbooks. They are asking faculty to put information on syllabus and help inform students.
- Books are available as soon as students purchase them online, so no more waiting for books to be delivered.
- While not all books are available in ebook, the bookstore will do what they can. Contact Charles or Traci if you have concerns or questions. They are not completely going away from hard cover textbooks if the books needed are not available as an ebook.
- Senator Kmetz informed us that the KY virtual library may be providing resources to the library to expand the electronic journal and book offerings.
- Faculty have not lost the option to make students purchase hard cover books—the goal is to inform everyone that the bookstore is moving to digital, but if you do not want to do that, you would contact the bookstore to let them know they need to purchase the hard cover version for your class.
- Most ebooks are ordered at a 180-day rental option, some/most also offer the option of extending that. Let Traci know and she will mark that title as a lifetime purchase.

Faculty Regent's Report- Regent Adams

Regent Adams provided an excellent report via email which is posted on the FS BB site and at the end of this CR. (Attachment #1)

Staff Congress Report

No report

Student Government Association (SGA)-Chair Emily Wiley

President Wiley wanted to introduce herself to FS as the new President of SGA. She informed us that her focus over the next year would be on academics rather on what she felt was a previous emphasis on entertainment. Wiley looks forward to an excellent working relationship with FS.

General Education Revision Implementation Report— Regent Adams

Regent Adams provided a summary report regarding General Education Revision Implementation via email which is posted on the FS BB site and at the end of this CR. (Attachment #2)

FS Committee Reports

*Executive Council (EC)-*President Lennex

Resolution Regarding Student Relief of Online & Hybrid Course Fees – 1st Reading.

President Lennex presented FS with a resolution from the EC essentially calling for the use of CARES monies to reimburse students for online course fees. Senator Grupe

immediately made a motion which was seconded to move to a second reading and that was accepted. With no amendments or discussion the Resolution passed. The approved resolution will be available on the FS BB.

Resolution regarding Mask Wearing at MSU – 1st Reading

President Lennex presented this as a joint resolution from the FS EC, Staff Congress, and SGA. Grupe made a motion to move the resolution to a second reading. It was seconded and approved. With some discussion, mostly regarding clarification and no amendments, it was approved and will be available for viewing on the FS BB.

Academic Issues-Chair Grupe

No report.

Evaluation-Chair Long

Long reported that the fractionalized staff report is now in the Provosts office. Further action will happen at a later date once the report comes back out of that office.

Faculty Welfare & Concerns- Chair Sharp

No report

Governance -Vice-chair Hill

Committee appointments-The following was proposed from the Governance committee:

- Faculty representatives must be tenured or tenure-track faculty. They will serve offset three-year terms.
- One representative from each of the six distribution groups in the general education curriculum
 - Each representative should teach general education courses on a regular basis.
 - Each college should be represented, but no more than two from each college may serve.

HUM I	Robert Royer	CCAHSS	2019-2021
HUM II	Christina Conroy	CCAHSS	2019-2022
SBS I	Bo Shi	CBT	2020-2023
SBS II	Koroush Jenab	CBT	2018-2021
NS I	Mike Fultz	COS	2018-2021
NS II	Wilson Gonzalez-Espada	COS	2019-2022
	Lee Nabb*	COE	2020-2023

*According to the approved Council description, each college must be represented drawn from the faculty who teach general ed. courses in one of the 6 distribution areas. The COE does not offer a general education course in one of the 6 distribution areas. With the required COE representative mandated by the committee description, 7 faculty members would be serving, but only 6 are allowed (6 faculty, one from each distribution area + 1 COE representative). Which distribution area is not going to be represented under the current GEC revision committee description?

- One faculty member each from the three disciplines in core General Education: 1)

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Communications, 2) English, and 3) Math

Morgan Getchell—Communications 2020-2023*

Mark Graves—English 2020-2023*

Robin Blankenship—Math 2020-2023*

Since the motion came from the committee the committee appointment slate was voted on and passed.

Teacher Education Council – 2nd Reading.

The TEC document was presented. In the case of this document, any amendments had to go back to the committee. In lieu of the ability to make amendments and concerns from a couple of senators that new leadership might impact then committee, FS voted to table the TEC. The document is available on FS BB.

New Business

President Lennex asked FS to plan for a July 23, 3:45-5:35, Webex regular FS meeting. If there is no need for the meeting, Lennex will cancel by July 22.

Next meeting-

August 13, 2020, ZOOM, 3:45-5:35, Faculty Senate retreat (closing 2019-2020 and opening 2020-2021).

NOTE: Attached summaries noted in the report from Regent Adams are posted below.

Submitted by:

Jenny Dearden, 2019-2020 Faculty Senate Communications Office

ATTACHMENTS**ATTACHMENT #1:**

Faculty Regent report (prepared for the June 25th Senate meeting)- **Provided by Regent Annie Adams**

The BOR held its quarterly meeting on June 18 in ADUC Room 329.

Commendations and Consent Agenda

The outgoing president of the Student Government Association, Colby Birkes, gave a report on SGA's actions for the year and received a commendation for his service. The body elected Kathy Walker chair and Eric Howard vice chair. Mary Fister-Tucker (our new CFO) was elected Treasurer, and Jaqueline Graves was reappointed secretary. Regent Howard, not wishing to "get political," nonetheless praised the institution for its quick response to the recent protests.

The consent agenda included rather standard fare (the minutes of the previous meeting, spring graduates, personnel actions, the granting of emeritus status) as well as the one-time extension of PAc-27, the revised Senate constitution, and mostly non-substantive updates to policy. Before we approved the agenda as a whole, I made a brief statement re: university policy. I expressed regret that the load of instructors was unilaterally increased by administrative fiat some years back, and that subsequent Senate actions could not countermand this violation of policy. The revision to PAc-29 up for consent in the Board book was actually a rewrite of policy designed to conform to institutional practice. I expressed my hope that this would be the last time the institution would make such a retroactive move

Financials

The bulk of the open meeting was devoted to a discussion of the third quarter financial statement (offered in a new format design to align with our audited statements) and the 2020-2021 operating budget. The revised financial statement, which included information up to March 30th, does not include either the refunds given to students for housing and meal plans or the stimulus money from the government (the CARES grant).

During the discussion of the statements and the budget, the President noted that the MSU has begun to draw down its CARES money, and we have used it for covid-related expenses, such as the purchase of PPE equipment.

The budget, which we knew, pre-pandemic, was going to take a hit (we were scheduled to lose 2% of our state appropriation in the current performance funding model), was even further contracted by pandemic-related losses in enrollment and housing. Right now, we're projecting 224 less students for the fall (which is a \$5.4m loss of income) and about a \$2m reduction in housing revenue. We balanced the budget this year through the use of one-time funds equaling roughly \$3.1m.

The gap between the revised third quarter (which ended March 30) and the annual budget (which will begin in the Fall), as well as repeated speculation about a number of hypothetical situations (a

possible claw back of state funds, having to close campus again, even more students just deciding to take a year off), caused some conversational confusion. Points that were clearly stated:

- institutional CARES funds, which are one-time funds, have been drawn down (the full institutional portion of CARES, as we all know, is \$3m)
- the one-time funds used to balance the 2020-2021 budget total \$3.1m
- some of the drawn-down CARES money has been used to refund students for housing and meal plans
- some of the drawn-down CARES money has been used for the purchase of PPE
- institutional fund balance is tapped in the 2020-2021 budget—exactly how much is slated to be taken, and how this reduction will affect the number of days of cash on hand, was not specified
- our financial statements will look somewhat wild for a bit as we continue to draw down grant money and transfer funds in our own system, following the guidelines we must

I specifically asked about the projection of athletic revenue in the 2020-2021 budget, inquiring why we hadn't reduced those figures (as we had enrollment and housing), given the impact of covid-19. (our main source of revenue, the NCAA, may not have any money to give back if the football season is upset on the heels of the cancelation of March madness). The President informed the Board that our athletic organizations (the Pioneer League and OVC) were in the process of making decisions.

I also inquired about the possibility of using institutional CARES funds to cover the expense of student online fees this term. Ms. Fister-Tucker informed me that CARES funds may not be used to defray lost income. I followed up by noting that housing and meal plan reimbursements were lost revenue, and we had drawn down CARES funds to cover those. Ms. Fister-Tucker informed me that the money could be used in that instance because we were paying students back. As I stated in the meeting, this means that we could signal our "Commitment to the Commonwealth," and aid in the retention of students who would otherwise have to pay online fees that were originally scheduled to be taught F2F (and would be, were it not for the pandemic), by reimbursing them the online fees we are charging.

The Board accepted the third quarter financial statement (which was accompanied by an amended budget) and approved the 2020-2021 University Operating Budget.

Facilities and Operating Update

Kim Oatman, the VP of Facilities, presented an updated Master Plan, which he, at the President's request, updated for the institution himself. This internal work, which made some logical adjustments based on economic realities, saved the institution external contracting costs.

The President then gave a report on the Foundation agreement and laid out the University Operating Update, to the extent that such an Operation exists. In the process of outlining the levels that have been conveyed to us in the lengthy emails we receive on a regular basis, Dr. Morgan laid out one of the specifics that Facilities has been working on (how to navigate the flow of ordering take out in ADUC during peak times while keeping social distancing) as well as some of the general

points we have been told (there is a nurse taking temperatures, we are logging information for contact tracing).

The update did include a topic that has been of great interest to faculty—a mask requirement on campus. As of now, the consensus seems to be moving toward the use of masks in classrooms, but the President repeatedly noted that legal issues were still being sorted: there is no mechanism for policing mask or social distancing rules, and there are a number of complications (courses in Chemistry and lessons for an instrument such as trombone will require different rules, and there are possible health, liberty, and religious issues to sort out regarding mask use). Final guidelines or suggestions will be available at some point in the future, but not before they truly are final. The President stated that he didn't want "gut reactions" to things, which is why issues will be vetted, because there is "nothing worse" than having to change or correct a message already given.

Of special interest to those faculty concerned with mask use: only one Board of Regent member wore a mask to and throughout the meeting. A few members tried on masks they were given, but I was the only Board member who felt the need to wear a face covering. The General Council, CFO, and VP of Facilities did occasionally wear masks, although not when presenting. VP Mast, who was in attendance but did not present, and Leann Ackers (our NPR presence) wore masks throughout. Regent Martin, the current Vice Chair, expressed his opinion that Morehead and Murray were well situated because they were in locations that did not have the disease. I offered my own firmly held belief that the virus did not care about borders and the mountains would not save us (as spikes in rural KY are showing). Regent Howard (who had been elected vice chair earlier in the meeting) expressed his daughter's concern, which he told her he would raise, that students were not receiving clear information about what would happen in the fall, or any guarantees that they would be safe, should their dorm mates have different opinions on appropriate social distancing. (Note: this expressed concern had actually been offered well in advance of President Morgan's report. It is offered here merely to bring all of the relevant comments and observations regarding masks and social distancing guidelines together.)

Evals and End

Chair Walker provided an overview of the Board's evaluation of the President, which offered high commendation and included numerous statements praising the President's positive leadership. There was a motion to ask the Chair to extend the President's contract, and this motion carried.

Chair Walker also presented the Board's evaluation of itself. This evaluation was also positive, but there were minor concerns about attendance and some issues with preparation for meetings.

The Board approved its 2020-2021 meeting dates (all scheduled to be in person) before adjourning to closed session to hear updates on matters regarding litigation. No actions were taken during the closed session, and the Board adjourned its open meeting right after coming out of closed session.

ATTACHMENT #2:**General Education Reform Update-Provided by Regent Annie Adams*****Mundane issues in the process of being remedied:***

In early June, Sue Tallichet sent an email to AVP Couch and April Nutter, asking about the progress made on the forward-facing website for faculty that would offer specifics about our revised General Education program (2021+). This message included both the documents needed to be linked on the website as well as a general outline of what the committee had requested. On June 15th, the committee received a message from AVP Couch which included links to new General Education pages the committee was to review before they went “live.” One link was to a general site, designed for students, which would be available a full year before the revised program was in place. The other was to the forward-facing page for faculty that the committee had requested.

The pages are not currently available because they do not yet contain fully accurate information. The page for faculty, for example, included information from the original LUX proposal that was not part of the revision approved via faculty vote. The fault does not appear to be with Communications and Marketing, which has dutifully uploaded what it was given. In an effort to facilitate the process, and remove intermediary steps wherein information got muddled, I have provided specific revisions to all involved. I have every faith Communications and Marketing will get those revisions up and running when their workload allows.

Momentous issues that can and should be addressed:

Once an accurate front-facing website for faculty is live, the implementation of General Education will reside with Faculty Senate as a whole. This body has already revised the General Education Council to provide more effective oversight of our newly streamlined program. It will have to follow through on the approval process of the FYS committee (a committee description still awaiting administrative approval, months after its submission) and the recommendations of the ad hoc committee on hybrid employees.

The problem of FYS, a problem Senate has been attempting to help solve for some time now, is a stark indication of why faculty need to regain control of teaching categories (one of the recommendations of the ad hoc committee). Three hours of *academic* credit comprising one fifth of our mandated core are currently under the complete control of a single administrator. The scripted course, taught almost exclusively by fractionalized faculty, is the freshman experience we are counting on to help aid retention.

The fact that Senate—the representative body of faculty—has not yet been able to meaningfully intervene in a core course that is granted three hours of academic credit in our General Education program, despite the documented problems with content (the current course’s inability to address the reading requirement) and evaluation (as the ad

hoc committee showed, there is no mechanism in place for effectively evaluating teaching in this scenario, just as there is no real data for effective comparisons between iterations of the course—all administrative claims of the superiority of this new version are based on inferences the administrator has drawn from the various self and course evaluations current FYS students are required to complete) is a problem.

The justifications for inaction have been that that everything is “in process” (and hence subject to change when ad hoc solutions are no longer necessary) and that there are larger forces with which we have to contend before we can address this relatively minor issue.

Why the momentous issue of FYS isn’t minor or mundane, and isn’t isolated:

The issue, though, is far from minor, and the external forces we face are only intensifying. *As we collectively address these forces faculty need to recognize that “temporary” solutions are becoming part of a “process” wherein uniformly similar “ad hoc” practices are paving the way for policy revision and undermining the core mission of the university.*

A “temporary” solution to our institutional inability to allot enough faculty to teach FYS (the fractionalization of staff) has become a norm that applies to far more than the FYS classroom because this creative solution allowed us to shift some staff persons into a different pension system (and hence reduce our institutional pension liability) while it granted us the ability to demonstrate, on the books, an increase in instructional spending, as that “fractionalized” portion of salary could now count toward the instructional cost in the performance funding model. This “temporary” fix has become so routine that it was repeatedly posited as a solution for filling possibly “open” class sections once the pandemic hit and we had to rethink our budget.

Institutional data, openly available on our site, shows the cumulative effect of such “temporary” decisions:

The # of Full and Part-time Faculty (2015-16)

- Tenured: 225
- Tenure track: 53
- Non-tenure track: 73

The # of Full and Part-time faculty (2019-20)

- Tenured: 168
- Tenure track: 45
- Non-tenure track: 203

The good news is that these sobering numbers can be turned around, even in these trying times (and yes—even while we’re in the midst of a global pandemic). Faculty are

not a problem to be solved by administrative oversight; they are an integral part of a viable solution. There's a reason why it is faculty—not administration—that sees the problem with the elimination of Mike Henson's position in the org chart and budget. We knew, well before the announcement of his retirement and the adverse effect of the pandemic, that attrition is not a strategy, and we are (and have to continue to be) the persons who remind the institution as a whole that *research is part of our core mission*.

As researchers who can assess data (institutional as well as disciplinary specific), as a "protected class" of employee granted greater freedom than staff persons by virtue of tenure, and as teachers who interact with our students in the classroom (virtual or physical) on a daily basis, we are not just part of the solution; we are the ultimate arbiter of decisions regarding curriculum (as SACSCOC guidelines recognize). It is now our duty to reclaim the General Education curriculum that is ours so that we can help ensure that employment classifications are not further blurred in ways that create even more inequality and confusion for staff persons and students are not short changed in the classroom experience (who among us knew that students are still being charged a \$60 course fee for a pre-packaged FYS reliant on the labor of overworked staff persons?—I didn't until I saw that fee in the Board budget book).

We can create our preferred future if we continue on the path we are on and recognize the ways in which the various initiatives we stumbled upon (General Education reform, hybrid classification, addressing problems with grant writing and research) **are all interrelated**. Working, as we have, with Staff Congress and SGA, we can collectively uphold our core mission and come out of this pandemic a stronger and more vibrant institution.