

**2020-2021 Morehead State University Faculty Senate Minutes**  
**Thursday, January 21, 2021 – 4:45 pm**  
**WebEx meeting**

Call to order 4:45 pm

Senators: Annie Adams, Lauren Bates, J.T. Blackledge, Robert Boram, Doug Chatham, Steve Chen, Pamela Colyer\*, Vivian Cyrus, Anthony Dotson, Joe Dunman, Heba Elgazzar, Julia Finch, Mark Graves, William Grise, Dirk Grupe, Timothy Hare, Patricia Harrelson, Ahmad Hassan, Jeffrey Hill, Alison Hruby, Amber Hughes, Kouroush Jenab, Jeanie Justice, Tom Kiffmeyer, Euijin Kim, Tom Kmetz, Gary LaFleur, Lesia Lennex, Jen O’Keefe, David Oyen, Roma Prindle, Sherif Rashad, Allen Risk, Edna Schack, Kim Sharp, Sherry Stultz.

Senators Absent Are Underlined Above and an \* Denotes an Excused Absence

Due to President Morgan’s presentation on the compensation plan, FS parliamentarian Chatham made a motion to suspend the rule to start at 3:45 pm, and ratify the EC decision to start at 4:45 pm.

Vote: Approved

Approval of Faculty Senate Minutes from November 19, 2020 Meeting:

Motion to approve minutes as written.

Vote: Approved

Announcements: (all announcements posted on Blackboard)

\*Welcome new FS ADS, Brenda DeHart.

\*Attendance Tracking – For Financial Aid purposes, please remember to track student attendance for the first two weeks of classes. The student has to actively participate in the class once per week (email, homework, class participation). Logging into Bb is not sufficient.

\*Communications Report and Report on FCTL Faculty Teaching Survey, Fall 2020 – Senator Lennex presented the results from the survey. Four basic areas that came out of the survey.

1. Faculty-Administration Shared Governance – lack of shared governance coming into fall semester and during fall semester regarding coursework.
2. Covid 19 Concerns – Concern that we have numerous faculty that are in the 50+ category. Faculty were consistently told students wanted to have F2F courses, that does not seem to be the case based on the number of students in the classroom. Classes forced to meet F2F should have been allowed, by faculty choice, to meet online or in a different way.
3. Teaching – Workload, Tenure Promotion and Engagement – Effect of student evaluations will have on tenure and promotion. Student evaluations may be negative because of having to take the classes in different directions due to Covid 19 concerns. Workloads being significantly increased due to moving a class online has not been addressed.

4. Technology-Related Teaching Concerns or Equipment Issues – There has been amazing support from our distance learning staff. There has not been an overall collective effort within the university to make sure all concerns with technology are met in a consistent way. Appreciation for the hard work to make sure there was a healthy environment for students and learning.

Senator Lennex presented a spreadsheet related to Covid 19 positivity numbers. Number of positive cases is currently trending upward. There is a special need for this to be addressed due to number of faculty and staff that could be in a high risk category. Senator Lennex recommended faculty request with their chair changing the delivery mode of F2F to different delivery methods if the faculty feels that is the best course of action.

University of Kentucky is currently offering an online registration if anyone would want to take advantage of this for Covid 19 vaccination.

The Governor will address a roll-out of vaccinations with Kroger stores across the state on Jan 28. More information will be given at that time.

\*Covid 19 Testing – Next testing date will be Wednesday, January 28, 8 am to 12 pm, Laughlin Health Building.

\*Faculty Compensation Plan – Faculty will receive an increase to their base salary based on their years of service at MSU.

President Morgan will address the inversion and compression issues.

An email will be sent to all faculty between January 19 and February 1, with individual calculations. Make sure this is correct and return to HR by Friday, February 19.

\*QEP and Eagle Outreach Plan – Will be done as a stipend.

President's Report - No Report

Provost Report - No Report

FS Committee Reports

Executive Council – The EC met on Friday, January 15.

Research and Sponsored Programs – Faculty feel that RSP is under supported and under staffed and they are not getting the support they need. EC presented the resolution on Research and Sponsored Programs for first reading. Any comments need to be sent to President Grupe by January 28. Second reading will be presented at the next meeting and the resolution will be sent to the Provost.

Compensation Plan – EC met with the President and Provost on January 15, to discuss concerns over why FS was not included in discussions on the current compensation plan.

\$100 increase to base pay for Eagle Outreach and QEP. - There is currently no university policy that gives the president the discretionary money to distribute for specific items. The only thing regulated in UAR 137 is merit pay and raises for promotion or tenure. There is no discretionary funds for the university to do this. This has since been removed from the compensation plan.

Governance Committee:

Senator Harrelson has a conflict with the Employee Benefits committee meeting time.

Motion: To accept Pamela Colyer as proxy for Senator Harrelson at the EBC meeting.

Vote: approved

Senator Finch presented the FYS Committee Description for first reading.

Current Changes:

Memberships – The Associate Provost for UG Education and Student Success be changed from staff to administration.

Membership Rules –

Lines 69-70 - The FYS staff instructor would be approved by majority vote in Staff Congress.

Lines 90-93 - The list of candidates approved by the GEC can be modified by the Governance Committee as it deems appropriate. The Governance Committee will submit its list of recommended candidates to the FS for final approval.

GC will also look at the Employee Benefits Committee description. The description has not been revised since 2004.

Will be preparing the faculty interest survey to populate committees in early spring.

Academic Issues – no report

Evaluations – no report

Faculty Welfare and Concerns – Presented the first reading of a resolution to allow tenure-track faculty a choice of delaying tenure by 1 year. This is due to COVID 19 and the impact it has had on faculty's ability to get where they need to be for tenure. Comments need to be sent to the FWC by Tuesday, January 26. The resolution will be brought forth at the FS meeting on February 4.

Faculty Regents Report – The BOR met December 3. Discussion of debt reduction, cash on hand. University auditors put cash on hand at 130 days. Moodys put cash on hand at 109 days. In order to go up in credit ratings the cash on hand would need to be much higher.

Senator Adams stated her job as regent was to pass along information from BOR to faculty and from faculty to BOR. She asked for suggestions on what can be done to get the best information to move forward.

General Education Council Report – Senator Shack informed the committee that the SACS external reviewer noticed that none of our Associate degrees were compliant with General Education. Corrections were made by the various Associate degree programs and sent to the University UG Curriculum committee. The next step will be to make corrections in the UG catalog for associate degrees.

Staff Congress – Chair Savard-Hogge presented her report with three areas of concern.

1. Compensation plan – There was no shared governance. There was no time to have meaningful conversation to see where we are trying to go as a university in terms of compensation.
2. Teaching Bill of Rights – SC would like input from FS on whether we need an ad hoc committee or just proceed through Staff Congress Staff Issues Committee.
3. Ad Hoc Committee – SC has created a supervisor evaluation and climate survey that they would like to push forward. SC will forward this to FSEC and ask that it be moved forward as appropriate.

SGA Report – no report

New Business: No new business

Meeting Adjourned 6:35 pm

Minutes Taken By: Brenda DeHart, FS ADS

Next Regular Senate Meeting: February 4, 2021