

## Communication Report February 4, 2021



“We are now so whipped by this administration that the minute an administrator throws something out there it has the patina of policy on it because it’s spoken by an administrator”

“It’s been so long since we’ve received anything, that even the little something promised by administration is making me happier. I’m just afraid that administration will come right back and say, ‘ok well forget it. We’re not giving you guys anything’”

“I feel like he (Dr. Morgan) could reverse or alter this process at any time, so I’m kind of for taking a stand and showing solidarity and unity across the board with staff”

### **Faculty Senate commenced at 3:45pm, with approval of January 21 minutes approved as presented**

#### **Announcements-**

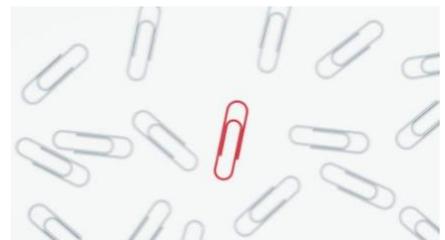
- **KTRS Changes:** KTRS changed its rules for determining the final amount of your pension on November 9, but MSU did not notify employees until a faculty meeting upon the information. KTRS previously used the salary of your last three years to calculate your amount you would receive every month when you retire. KTRS now uses the fourth year before you retire as the base to calculate how much of the supplemental earned during the last three years is eligible. New rules go into effect March 1, 2021.  
\*Update 2.12.21- Dr. Morgan claims to have managed an agreement with KTRS that would allow faculty to complete Spring semester. No further information has been provided to FS at this time.
- **Compensation increase calculation:** Faculty have been asked to deliver their signed statements of years-in-service by Feb 9 so that all information is received by budgets no later than Feb 12.
- **COVID 19 10 days off:** The Families First Coronavirus Response Act, which expired on December 31, 2020, has been extended through Feb 28, 2021, at MSU.

#### **President’s Report- No Report**

#### **Provost’s Report-**

The Provost reported on a number of updates:

- Confirmed that we have a current Legislative Liaison (\*Jane Fitzpatrick) but provided neither the name nor a reason for delay in reporting the changes to KTRS.
- Apologized for any confusion the Compensation Plan due dates. Provost’s Office has communicated differing due dates for the plans, but clearly has stated that they require faculty to confirm their years-in-service on a paper form that is then emailed and/or hand-delivered to supervisors then by supervisors to Howell-McDowell offices.
- Work is continuing through Office of the Provost, Dean’s Council, VP Fister-Tucker and Executive Director Budgets and Financial Planning



Lindgren to address compression and inversion issues affecting faculty. No Faculty have been allowed to this group at any level.

- Schedule build for Summer and Fall semesters will likely be similar to 2020.
- Academic planning and commencement planned for May 2021 but is unknown at this time how it will be held.
- First SACSCOC visit will be held virtually.

### **Questions:**

- (1) Who is on the SACSCOC team?
  - a. Provost claimed not to know who was on the team. NOTE\* Three ad hoc assessment committees have been discovered but it is unknown their charge or constituency.
- (2) Is there an intention to reduce the amount of teaching credit given for labs? PAC-29 document recently seen on HR website was never approved. A faculty saw the document, requested clarification, and it was summarily removed.
  - a. No response
- (3) Request for Appendix C, Grey Associates report, and committee charge/ constituency of Fac180 ad hoc to be delivered to President Grupe for posting to the FS BB shell.
  - a. Provost agreed to send to Grupe

**Guest Speaker: Dr. Darrin DeMoss, faculty athletics representative -- <https://msueagles.com/>**

### **Committee Reports:**

#### **Executive Council-**

- Resolution on Research and Sponsored Programs, 2<sup>nd</sup> reading. Resolution passes.

#### **Academic Issues-**

- Resolution on Teaching Modality, 2<sup>nd</sup> reading. Resolution passes.
- Resolution on Faculty Performance, 2<sup>nd</sup> reading. Resolution passes.

#### **Evaluation- No report**

#### **Faculty Welfare and Concerns-**

- Resolution on the Choice of Tenure Delay, 2<sup>nd</sup> reading. Resolution passes.

#### **Governance-**

- Resolution for a new FYS committee, 2<sup>nd</sup> reading. Resolution passes.

\*In a digression from Agenda formatting, the Agenda reads as “Meeting Agenda” and lists the following:

**-The Office of Budgets and Financial Planning designating librarians as staff rather than faculty in determining raises (Senator Tom Kmetz)**

Senator Kmetz provided narrative about duties and responsibilities of Librarians lending more toward a faculty, rather than staff, designation. Kmetz reported that other Kentucky institutions install Librarians as faculty. “We have the obligations of faculty but the compensation of staff,” Kmetz stated as he cited at least 12 Librarians having left in the last five years, urged FS leadership to ensure that Librarians have a chance to speak with SACSCOC during their Spring visit, and to revise the compensation UAR so that adequate compensation is addressed. \*NOTE- Neither has an agenda has been circulated nor have any representatives speaking with SACSCOC been shared from Provost. Also, Dr. Jill Ratliff (retired July 31, 2020) was confirmed Dec 10, 2020 to be consultant and lead on the SACSCOC review.



At 5:20pm, Senator Schack stated that she wanted to make motion: (this motion was written to chat and thus presented by Senator Schack to FS): Senator Dunman seconded the motion.

“I want to make a motion that we request this arcane, bandwidth-sucking compensation plan be scrapped and everyone on campus receive an across the board compensation increase - with all the \$\$ that are in the longevity, Eagle Outreach, QEP, and

compression to be equally shared amongst all MSU employees.”

President Grupe asked if there were further discussion on the motion as presented; Parliamentarian Chatham stated that the motion involved a change to policy and thus required a first and second reading. A question arose, “could I ask what policy?” at which point it was elaborated that Dr. Morgan had created a plan which did not, in fact, follow policy, “so now what policy are we dealing with?” Several seconds of silence followed until Senator Sharp asked President Grupe if we were allowed to discuss the motion that Senator Schack had made. Discussion followed about whether or not a raise would in fact occur, that “something is better than nothing,” and including a statement from Senator Hare, “wouldn’t a resolution saying, ‘follow the existing policies for goodness sake’ be more appropriate?” More discussion ensued about potential friendly amendments, about existing policy, raises, and in what way did the motion address Librarians. Points were made that questioned whether or not MSU had a functioning Human Resources department as ad hoc committees had investigated hybrid staff issues and that faculty are being asked to verify years of employment.

-Faculty Regent’s Report

-General Education Council Report

-Staff Congress’ Report

-SGA Report

-New Business

-Adjourn

-Next regular meeting February 18, 2021 via Webex:

**\*Motion was made at 5:34 by Senator Finch to extend meeting. Motion was rejected and Senate ended.**

**Faculty Regent: No report due to time exceeded and meeting not voted extended**

**General Education Report: No report due to time exceeded and meeting not voted extended**

**Staff Congress Report: No report due to time exceeded and meeting not voted extended**

**SGA: No Report**

**Adjournment: 5.36pm**