

2020-2021 Morehead State University Faculty Senate Minutes
Thursday, March 18, 2021 – 3:45 pm
WebEx meeting

Call to order 3:45 pm

Senators: Annie Adams, Lauren Bates (presenting for Julia Finch), J.T. Blackledge, Robert Boram, Doug Chatham, 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, Katelyn Kaufman, 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 (telephone call in #3), Shana Savard-Hogge, Gregory Russell, Wesley White.

Senators absent are underlined above and an * denotes an excused absence

Guest: Darlene Allen, Director, Office of Research and Sponsored Programs

Call to Order

Approval of Faculty Senate Minutes from March 4, 2021 meeting:

Senator White made note that he was left off the list of senators in attendance for February 18 and March 4, minutes and asked that the correction be made.

Motion to approve the minutes with corrections

Vote: Approved with corrections

Announcements: (all announcements posted on the FS blackboard shell)

Diversity, Equity and Inclusion Grant (\$750) - deadline April 1, 2021.

Covid 19 Vaccination – Second round of vaccination will be given on April 7, at St. Claire. Email to register was sent out 3/17/21.

Faculty List for Provost Search Committee – The list of faculty interested in serving on the Provost Search committee was submitted to the president on March 13. President Grupe and President-Elect Harrelson will serve on the committee. The first meeting is Monday, March 29. No job description or job announcement is available yet.

President’s Report – Dr. Jay Morgan

President unable to attend/no report

Provost Report – Dr. Greg Russell

Provost Search – The provost and president discussed a generic timeline and he would look for information to come out within the next week. The president is not asking for any input from the provost so he is unable to provide any information about the timeline. President Grupe said the last meeting of the search group would be April 30.

Second half semester classes began this week. Registration for summer and fall will be the week of April 5. University plans for summer are to offer almost exclusively on-line courses. There will be F2F courses for the programs that typically offer them.

March 30 – Non-instructional day for faculty and students.

May 8 – Commencement date. This will be an in person ceremony and will still follow the Covid 19 guidelines that have been established.

Academic Affairs is heavily engaged in phase II of the compensation plan analysis. Everyone in this meeting is aware that they have received some bonus for their years of experience, up to \$1,200. They are now working on the compression piece of the compensation plan.

Senator Lennex wanted to thank the provost for the support he has given to faculty going from associate to full professor. Without the provost it would not have been possible to do the online process with those candidates this semester.

Question – Senator Lennex asked if the provost could share with FS some of the major topics being discussed regarding phase II of the compensation plan. Provost Russell said the initial discussions are between himself and the deans. The deans are still evaluating the recommendations submitted by the chairs and associate deans in their respective colleges. The recommendations came forth this week and the deans will send their recommendations from that information and data provided by budgets to the provost next week. Once the provost gets this information he will consider it and have conversations about the specifics with the deans and chairs if necessary. Provost Russell said his view was to look at some of the compression issues that exists looking at the raw data and then look into the recommendations that come from the deans, chairs and associate deans to arrive at a recommendation he would make going forward. At that point, Dr. Morgan and Mary Fister-Tucker, in conversations with the provost, would be making final recommendations. The provost does not have a specific timeline.

Question – Senator Lennex said other than the obvious compression issues, what other considerations have consistently been viewed or presented? Provost Russell said the two variables that he, the chairs and deans are looking at are within rank, within a particular academic discipline and between rank compression.

Question – Senator Adams said the \$100,000 to address compression is a recurring cost. The other recurring cost is the new VP position we have for strategic marketing, which is more than the entire budget for compression. Has there been any discussion with budgets regarding the apportioning of money for Academic Affairs? Provost Russell said yes, there have been discussions with Mary Fister-Tucker and Teresa Lindgren regarding this very topic. Dr. Morgan had referenced that the \$100,000 was the base and more money could be put on to that initiative to address compression. The discussion was how much more and where would that occur. Provost Russell said it would be inappropriate to try to put a number on this but he suspects that there will be additional funds put on the compression piece and it would then exceed the staff member's salary Senator Adams referenced. Senator Adams asked if this would be for staff as well since there is compression there also. Provost Russell said this was just to address faculty compression.

Question – President Grupe asked if there would be summer camps. Provost Russell said it is still being discussed but as of now there would be. He does not know the extent of those offerings. Academics,

Athletics and the Craft Academy are discussing some version of summer camps but he does not know what that entails.

Question - President Grupe received a question from one of his constituents regarding whether the university could require students wanting to attend an in person class to get the Covid 19 vaccine. Provost Russell said he would refer that question on to the president. There has been considerable discussion regarding what the fall semester will look like. He feels the institution has been quite responsive to accommodation requests from faculty, staff and others. The result of this has been the institution being able to continue to operate with relatively low numbers compared to other institutions.

Staff Congress Report – Chair Savard-Hogge

President Grupe and Chair Savard-Hogge met with the AAUP and gave a presentation on the joint work FS and SC are doing regarding the supervisor evaluations, Teaching Bill of Rights and climate survey. The membership of the AAUP supported these initiatives.

President Grupe has sent Senator Justice the climate survey questions that the ad hoc committee of both faculty and staff have developed. She will work on refining the metrics and questions that are being asked.

SC is still discussing the supervisor evaluation. The staff congress EC met with President Morgan and Dr. Atkins last Friday in relationship to the supervisor evaluation form and pilot survey. The feedback from administration is that there are concerns at the senior leadership level with the supervisor evaluation process. Examples SC were given were timing, that it may pit supervisors against employees, confidentiality of the evaluation process, legalities with a formal evaluation of supervisors, the procedure that they would utilize, the difficulty with the staffing levels in human resources, if the evaluations would go in the personnel files of the supervisors and what levels that the evaluation would be done with. There was talk of the current evaluations that were going to go out for staff to include two questions.

1. Process efficiencies the employee would note for the supervisor.
2. The supervisor would ask a general question about the tools or resources needed for the employee to improve their job performance.

Chair Savard-Hogge - Staff want an evaluation of their supervisors and want a formal recognition of that evaluation process. SC is open to creating an informal feedback channel, but ultimately would like to see a formal mechanism in place for supervisors. The president was going to go back to the senior cabinet and discuss some of the things that were talked about and Chair Savard-Hogge will go back to the ad hoc committee and discuss some of the points that were brought up. They will discuss with the ECs of SC and FS some of the concerns. Chair Savard-Hogge did ask that FS be included in the discussions with the president but was told it was very different to evaluate faculty and to evaluate staff. The question is, what good would the evaluation of a supervisor provide for the institution and for the relationship between supervisor and employee.

Chair Savard-Hogge - Both faculty and staff leadership need to have their eyes on the entire evaluation process at MSU to make sure that there is a well-rounded expectation and understanding of what faculty and staff want in a performance management system.

Chair Savard-Hogge has received concerns regarding hybrid employee evaluations. There is no classification for a hybrid employee and this is a concern on many levels. There may be a bigger conversation FS and SC need to have on classification of staff and faculty. This is something that has already been visited with the ad hoc committee and was presented to the provost but it seems those issues still exist at the university.

Question – Senator Adams asked if Chair Savard-Hogge had been told what a legal issue might be regarding supervisor evaluation? SACSCOC Standard 5.4 requires that there is a regular evaluation of administration, which MSU does not have. Why do we keep hearing that this cannot be done when it is a standard of accreditation? Chair Savard-Hogge said they had not been given clarification on any of those points.

President Grupe gave an update on the employee survey. Senator Justice will be forming an ad hoc committee to review the questions to make sure they are worded correctly and not seen as inappropriate. Senator Justice is asking that anyone interested in helping to contact her.

SGA Report – Bryce Ward

The SGA sponsored skeletons should be in the library in the next day or so.

The Fuzzy Duck partnership on Mondays is still ongoing. SGA plans to run this until finals week. They are looking at some other partnerships to do to close out the end of the semester.

Executive Board campaigning will start on Sunday, so the election process is underway.

Research and Sponsored Programs – Darlene Allen

Mrs. Allen discussed the upcoming workshop being presented by the Office of Research and Sponsored Programs. The workshop will be held on March 25, at 9:30 am and 2:00 pm. The reason for the workshop is to discuss what RSP can do for faculty when it comes to pursuing external funding.

RSP partners with the KY Commercialization Venture, which supports the advancement of new ideas for faculty, staff and students at MSU. They offer services for entrepreneurial development and intellectual property protection. Darlene Allen and Kayla Mizner (KCV) are contacts for this endeavor.

Question – Senator Lennex asked if the workshop was a WebEx session and would it be recorded and posted in the portal? Mrs. Allen said it would not be posted since RSP is limited with what they can do on their website.

Question – Senator Jenab asked what was the mission of RSP and how can they help faculty bring in more grants? Mrs. Allen said the plan was to offer more workshops and to provide greater services. They are open to any ideas faculty may have.

President Grupe - RSP had been reduced in staff and he wants to know if she sees problems with that. Mrs. Allen said once the SACS accreditation has been completed they are hoping that they will be able to fill her vacant position. She feels once that position is filled she will be able to step up and do the duties she needs to as director.

Question - President Grupe asked why RSP was no longer in charge of Undergraduate Research Fellows. Mrs. Allen said the URFs were pulled from their office and she had no idea as to why. UFR students are

now with Evan Prellberg. Senator O’Keefe brought up that grant funded research students are also being sent to Mr. Prellberg. President Grupe said there may need to be another resolution written because this is not acceptable. If students are externally funded, this needs to go through RSP. Senator Adams asked Mrs. Allen when this change occurred. Senator O’Keefe said this happened when Mr. Prellberg’s unit was formed and was not communicated to the faculty. Senator Lennex mentioned that Eagle Scholars should be able to apply for grant funded positions. If they are making students apply as a URF, that excludes students who are in the Eagle Academy. These students are not getting the same opportunities as other freshmen. Mrs. Allen said this was an issue that needs to be looked into.

Celebration of Student Scholarship – Senator Rashad said the Celebration of Student Scholarship will be held on April 21, 2021. The deadline for abstract submissions will be March 31. The same system that has been used previously for abstract submission will be used. The deadline for asynchronous submissions will be on April 15. They will be available for one week in order for judges and the community to see the posters and presentations on the platform they are using. Information will be sent out soon by email. Awards are expected to be announced one week after the event. They are currently looking for volunteer judges.

Executive Council – President Grupe

FYS Committee Proposal – Provost Russell voiced concern over the membership selection process. Currently it states that recommendations are made by the FYS committee. All other committees are populated by recommendations from the Governance committee from the faculty interest survey. President Grupe asked Senator Chatham how to proceed on this? Does it need a first and second reading since it is a substantial change or just a general vote? Senator Chatham said an amendment could be made to the proposal and then a vote taken.

Question – Senator White asked where in the document does it talk about the involvement of Governance in selecting individuals to this committee? Senator Chatham explained it was part of the constitutional description of the Governance committee that they make all appointments to university committees. President Grupe asked if a section on the membership selection process was needed since it is already defined by the constitution? Senator White made a motion to strike lines 86-97. Motion seconded. Vote to move forward to Provost Russell as corrected.

Senator Schack asked that we included this on the interest survey with a parenthetical phrase “pending approval of the recent subcommittee description.”

Employee Survey – SC Chair Savard-Hogge gave an overview already on the employee survey. Reminder to contact Senator Justice if you would like to volunteer for the review of questions.

Teaching Bill of Rights – Senator Finch is working with the Excellence in Teaching committee on the Teaching Bill of Rights.

Early Tenure and Promotion – President Grupe wanted to know what FS thoughts were on giving faculty the chance to go up for tenure and promotion in year 4 or 5. Senator Lennex said we have some faculty that are heavily engaged in their research when they first begin on the tenure track with MSU. This would be greatly beneficial to them if they could go up for tenure in 2 or 3 years. This would also be beneficial to our programs, to recruitment of students and grant production. Senator Hare he does not think he can support this until he saw some substantial information that this was something going on

and why other institutions are adopting it and building in this type of flexibility. Senator Rashad feels this would help with retention of faculty as well as show them appreciation. President Grupe said this will need to put on the next meeting agenda for further discussion.

Faculty Welfare and Concerns – Senator Harrelson

PAC 17 – The committee reviewed PAC 17 and is looking at replacing the Excellence in Teaching committee as who reviews the proposals for sabbatical to the Research and Creative Production Committee. They will work in conjunction with Governance to make this change. They have received approval from the provost to create a fillable pdf form.

PAC 29 – The committee is currently working on filling the ad hoc committee for faculty workload calculations. They are hopeful at the next FS meeting they will have the description, timeline and membership to present.

Governance – Senator Bates for Senator Finch

Working on establishing a procedure for populating ad hoc committees. They will work with Faculty Welfare and Concerns on this issue going forward.

Faculty Interest Survey – The committee hopes to launch the survey next week and it will remain open for two weeks.

Academic Issues – Senator Schack

Met with Max Ammons regarding academic dishonesty protocol at MSU. The committee will work on some of the wording of the UAR Mr. Ammons has drafted. The committee would like to hear from faculty regarding any instances of academic dishonesty they have had and how it was were handled.

Evaluations – Senator Jenab

The committee is working on the chair and associate dean evaluation. More information will be presented to FS in the next few weeks.

Faculty Regents Report – Senator Adams

BOR meeting is March 25, in Mt. Sterling. This will an in person meeting and there will be no live stream. Things that will be addressed:

- Audit for the university as a whole
- Audit for the NCAA
- Capital Plan
- Faculty/Staff Compensation Plan (to be approved)
- Presentation on the QEP

Please forward any questions to Senator Adams.

Question – President Grupe wanted to know if the board book could be posted on the FS Bb shell? Senator Adams said the book was public and she would forward that to President Grupe to post.

General Education Committee – Senator Schack

The committee discussed the verification of COMS 108, FYS and ENG 200. They did not have all of the forms before the meeting so they will be doing a vote online after they have reviewed the forms. The other discussion was regarding exactly what the committee's role was in the verification process. This will be put on the next meeting agenda of the GEC for further discussion.

New Business

No new business.

Old Business

No old business.

Next scheduled meeting – April 1, 2021

Meeting adjourned at 5:33 pm