

Communication Report April 1, 2021



Faculty Senate commenced at 3:45pm, with approval of March 18 minutes approved with amendments

Announcements-

- Second round of COVID-19 vaccination scheduled at St. Claire on April 07
- Provost Search Committee began March 22. This is an internal search for a standing position. Committee is chaired by Russ Mast with membership Dirk Grupe, Patricia Harrelson, Janet Ratliff, Nilesh Joshi, Jeannie Justice, Chris Beckham, Julia Finch, Jim Masterson, Pam Colyer, Jonathan Nelson, April Miller, Natasha Davis, David Flora, and Frank Greene (student). Applications are due April 12 and campus interviews are scheduled April 28-29 with a start date of July 1, 2021.
- April 9 deadline for an Instructional Grant Application of up to \$2500 (Provost email 3.22.21). Grants are due to Dr. Chris Beckham, Strategic Initiatives and Special Projects, Office of the President. The Excellence in Teaching committee will review and recommend funding for any grant application. Faculty will be notified by May 3 with items ordered by May 28. This grant is being made available through President's Office for "Examples of suitable instructional items include (but are not limited to)
 - replacement of laboratory items used by students,
 - equipment or supplies for the use of students that are in alignment with the MSU Quality Enhancement Plan (undergraduate research, internships, study abroad, service learning)
 - textbooks used by students that would reside in a department and be used multiple semesters
 - instructional technology that will be used by students
 - and software licenses for applications used by students."

President's Report- No Report

Provost's Report-

- Registration for Summer and Fall classes is the week of April 5.
- Commencement is proceeding as an in-person event scheduled for May 8, Jayne Stadium, 9:30am Caudill College of Humanities, 12:00pm Colleges of Education and Business, 2:30pm College of Science, and Craft Academy at 5:30pm.
- Replacement process for aging desks, lab equipment, etc., beginning soon and will roll across campus. Provost stated that additional funds for instructional equipment may be requested through the grant due April 9. Provost hopes that there will be a "quick review, the grants look good, let the faculty use the funds, and let's put the equipment into play." (NOTE: Although the Excellence in Teaching committee is a Standing and Advisory Committee and selected/approved through Faculty Senate, it is not part of the Faculty Senate. Provost stated that the committee was part of Faculty Senate)



- Reported that the Faculty Senate resolution for Delay in Tenure Request was approved by BOR at the March 25 meeting. It is a one-time request for delay.

Questions:

- Senator White asked if materials requested through instructional grants could be used in research labs. Provost responded that it was thought that the grant-funded items would be “things used and touched by students” and by a “wide-swath of students.” Provost felt if being used in a research lab may not be intention of grant support. Senator White asked if the lab were associated with a class and every student in that class would be able to use the equipment would it be eligible. Provost agreed that under those circumstances, “yes it absolutely would be [applicable] for that purpose.”
- Senator Finch asked if traditionally IT-approved items would need same approval process or if they could be sent through the instructional grant call. Provost responded to send requests directly to Dr. Beckham for review by Excellence in Teaching committee unless it is a computer that might be part of a renewal cycle.



- Regent Adams stated that she believed the funding for the instructional grants was either CARES or CRRSSA money. Is there a longer discussion about a plan for educational technology? Funding pool for educational technology? She followed with an explanation that the BOR had just approved a 6-year capital plan but that the educational technology piece was approved in 2013 and had not been updated. When asking follow-up questions, Regent was told “that it was a plan put in place and we were still doing it,” and that “we’re drawing a map.” Provost stated that he did not have an exact answer but that there were multiple points in the strategic plan which called for upgrades to educational technology.

- Senator Harrelson asked questions regarding pension system retirement views of BOR-approved base pay raises. Will the additional compensation faculty receive be applied to the base pay calculations? Provost clearly stated that he was “not a retirement expert,” but that his understanding- because it is applied to base- is that any raise and compression adjustments would “not impact your retirement.” Regent addressed the issue by stating that she was asked after BOR approval of the faculty compensation plan whether or not the base-pay raise and/or compression would be applied because it might be considered a supplement. Regent

contacted KTRS and received the response that for “any person retiring prior to July 1, 2025, they will not have the raises calculated into their base pay because it is not an across the board raise as persons in their first year of employment were not eligible for the raise.” Further, the KTRS employee stated that MSU had “checked on this months ago” and he listed the compensation plan as “in violation of statute.”

(NOTE: The email exchange between Regent Adams and KTRS is included at end of the CR)



- Senator Sharp commented that MSU was in danger of losing faculty candidates because of salary and tenure-track issues. A search in ECESE for a special educator closing soon had no applicants. She called for across-the-board raises or cost of living raises. Sharp cited St. Claire Hospital as “having been in dire straits, they’ve done more to help their people over the past year during the COVID crisis than MSU has done.” She called for the administration to “look upon faculty as human capital rather than (with apology to Provost whom she will miss when he retires) as exploited serfs.”

- Senate visitor Dr. Tallichet recognized by President Grupe and responded to salary issue, “What Senator Sharp just said, I hear all over campus. I can attest to that on my end of campus as well. We had two searches in my department for social work. Both failed because people have said salaries are too low. We’ve had one failed in criminology as well. These are key areas where we could actually grow. But we’re not going to grow as long as we keep hiring instructors who is a butt in a seat at the front of the room. You can’t keep doing that and have quality education and quality programs and keep this a university.”



KTRS Pension System Changes

- KTRS pension system has made recent regulatory changes
- Beginning March 31, 2021 extra compensation (overloads) will have to meet certain qualifications in calculating pensions,
- KTRS now has a 4 year window in their calculation of your pension, with the 1st year establishing a base, if your 1st year base is high, then some of the overloads can count
- The new calculations have some uniqueness to the individual, if you have questions you should consult KTRS for a retirement estimate
- New employees after Jan. 1, 2022 will go into a different KTRS tier

VP Fister-Tucker Livestream May 8

- Dr. Tallichet also commented on the compensation plan, “I was thinking about retiring in the next four years, but I don’t think I’m going to. I can’t afford to and I think it’s pretty poor that that wasn’t full disclosure about what was going on with this compensation plan.”

Regent Report:

- Spring enrollment: undergraduate numbers are down from last year but there's been a "tick up" in graduate, and we have a few more first-time transfers and more Craft Academy students.
- Prior year metrics: Courtney Andrews provided data on SOAR performance indicators. (Note: SOAR is closely aligned with the performance funding model, so this was largely a report on performance funding metrics.)
- QEP update: AP Couch gave a report on the QEP; there are 42 classes scheduled for the Fall of 2021. Dr. Couch also noted that 3 programs were so sold on the QEP that they were integrating all aspects of the QEP into their curriculum. These programs were Nursing, Social Work, and Education (note: I do not know how Education, as a whole, falls into one program).
- Personal service contracts: Mr. Oatman reported on our personal service contracts. Regent Dennis asked a question about the \$100k Baird & Co. Lease structure contract; I asked a question about the \$30k external evaluator we hire for the Noyce scholarship grant.
- Please note that a comprehensive report of the BOR meeting is available to faculty in the Blackboard shell.

Administrative Feedback on Faculty Senate Actions:

- The Resolution on Tenure Delay was approved at the March 25 BOR meeting.

Committee Reports:

Executive Council-

- Update provided on the shared governance initiative for a Campus Climate Survey as Senator Justice had led focus group reviews of survey questions and given recommendations to Chairs of Faculty Senate and Staff Congress. Further discussion will occur among groups to finalize questions for anticipated delivery of survey by end of Spring semester.
- President Grupe introduced a motion from EC to purchase SurveyMonkey as a means to effectively disseminate and analyze constituency group (Faculty Senate, Staff Congress, and Student Government Association) responses. Brief discussion regarding purchase price and Faculty Senate funding led to a call for approval of the purchase. Purchase of SurveyMonkey by Faculty Senate was approved.

Academic Issues- No report

Evaluation- No report

Faculty Welfare and Concerns- Ad Hoc Committee on Faculty Workload Calculations was presented as a first reading. First Reading was waived and commenced into Second Reading. The Ad Hoc Committee was approved by Faculty Senate as written with purpose, timeline, and membership. Timeline is March 15, 2021 – October 15, 2021 with nearly all committee work conducted prior to Fall semester.

Workload Calculation

Governance- No report

General Education Council Report

Staff Congress’ Report

- Stressed the difficulty in setting Supervisor Evaluations as administrators continue to block the initiative.

- Asked Regent Adams for the BOR minutes from May 18, 2018, August 28, 2020, and January 1, 2021 to see if any mention of UAR 324.6 was made at those meetings.
- Followed-up on President Grupe's mention of a Diversity committee which was formed to address recruitment and hiring of Under-Represented Minorities (URM). The two areas CPE had requested addressed were tenure/ tenure-track faculty and management occupations. Chair Savard-Hogge believed that those areas were appropriate to consider as they are the campus decision-makers most often in contact with students. Last year, the goal was 8.4% URM and 3.3% was realized. In 2015-16, MSU had 6.9% URM in those categories. Dr. Morgan and Caroline Atkins cited reduction in management positions as a possible reason for the decrease. Other discussion in the committee included salary, relocation package, and ability of search committee to inform candidates about position/ MSU. Chair Savard-Hogge emphasized that search committees need to be appropriately diverse and of sufficient number to adequately review and inform candidates.

SGA Report

- Plan to review vacant campus spaces to install parks, benches, and perhaps greenery. Senator Sharp commented that a sustainability plan should be presented with any plan to ensure upkeep and maintenance. President Grupe stated that he would send the suggestion to SGA Chair Emily Wiley.

New Business

- Faculty Senate Award for Shared Governance (MSU FSA) was presented as First Reading. The award given from Faculty Senate recognizes the significance of shared governance. Senator Lennex stated, "It is time we recognized people for their shared governance service. We have really lost quite a bit over the last year in shared governance all across the United States. We've heard it from our colleagues, we've heard it in the news about how universities have simply told faculty, 'you're going to do this,' and they've not let us even sit at the table. So, I thought what better time than this to demonstrate to faculty that we have shared governance. Those people that serve in Faculty Senate are on the front lines."
- FACULTY SENATE
shared governance
- This award is based on the idea inherent in the [Oliver Johnson Award at UC Riverside](#). It is essential we recognize our faculty who have given so much to our institution. The MSU FSA would be awarded once every two years to a member of the MSU faculty for Distinguished Leadership in the Faculty Senate. The award is designed to honor an MSU faculty who has demonstrated at the university level outstanding and creative contributions as evidenced by major impact on faculty governance, sustained excellence in serving the Faculty Senate, and exceptional abilities in effectively working with different university constituencies.
 - First Reading was voted waived and Senate proceeded into Second Reading. The MSU FSA was approved by Faculty Senate with friendly amendments.
 - The Call for Nominations occurred April 5 with response to committee chair April 8. The founding award is anticipated April 15, 2021.

Next regular meeting April 15, 2021 via Webex

Adjournment: 5:32pm

Email Exchange between Faculty Regent and Justin Couch (KTRS), March 31, 2021 (see next page)

From: Justin Couch (TRS) justin.couch@trs.ky.gov
Subject: RE: Question about MSU faculty compensation plan and TRS accounts
Date: March 31, 2021 at 10:45 AM
To: a.adams@moreheadstate.edu



Hi Ms. Adams,

This will not be allowable for any member who receives this pay increase and retires prior to 7/1/2025. Reason being is due to the KRS 161.220 9b statute that pertains to salary increases. Statute states that pay increases in a members last four years of retirement is only allowable if all employees of the same agency/district are eligible for the same pay increase. When MSU inquired about this a couple months ago, it was determined that any employee that started with MSU in the 2020-21 fiscal year would not be eligible for a pay increase based on the proposed criteria. Therefore not all employees of MSU are eligible for a pay increase, which is a violation of the 161.220 9b statute.

However, if a member receives any pay increase and works at least four full years after the pay increase, it will no longer be a violation. Therefore, if any MSU employees receives this pay increase and retires on or after 7/1/2025, it will be allowed.

Please let me know if you have any follow up questions.

Thanks,



Justin Couch
Teachers' Retirement System
479 Versailles Road
Frankfort, Kentucky 40601
502-848-8500

From: Annie Adams <a.adams@moreheadstate.edu>
Sent: Tuesday, March 30, 2021 6:44 PM
To: Justin Couch (TRS) <justin.couch@trs.ky.gov>
Subject: Question about MSU faculty compensation plan and TRS accounts

Mr. Couch:

A number of people who knew I was going to contact TRS with a question re: retirement accounts and a recently approved compensation plan urged me to reach out to you in particular, as you've been very helpful to them. I'm hoping you can either answer this question to direct me to someone who can.

The Morehead State University Board of Regents approved a faculty compensation plan at their March 25th meeting. The substance of the plan is below:

Tenure track ranks of faculty hired full-time prior to June 30, 2020 shall receive the following effective with their FY 2021-2022 contract period. Non-tenure track ranks of faculty shall receive 80% of each year amount listed below as an adjustment factor to salary faculty shall receive 80% of each year amount listed below as an adjustment factor to salary level. Academic administrators holding appointment above a 9-month appointment shall have the funds applied to their faculty line.

- \$150.00 to base salary for full-time faculty service in the 2019-2020 contract year.
- \$150.00 to base salary for full-time faculty service in the 2018-2019 contract year.
- \$200.00 to base salary for full-time faculty service in the 2017-2018 contract year.

- \$200.00 to base salary for full-time faculty service in the 2016-2017 contract year.
- \$250.00 to base salary for full-time faculty service in the 2015-2016 contract year. ·
- \$250.00 to base salary for full-time faculty service in the 2014-2015 contract year.

A majority of the tenure and tenure track faculty on campus have a significant number of years of service, which means that most are eligible for the full \$1200. Furthermore, a vast number of the tenure track faculty in the TRS system have 20+ years of service, which means that they are either currently eligible to retire or will be able to do so soon.

My question: will the compensation plan, as approved, be able to count toward TRS retirement?

Thank you in advance for any information you can provide.

Best,

Annie Adams
Faculty Regent (who has 22 years in the TRS system)