

2020-2021 Morehead State University Faculty Senate Minutes
Thursday, April 1, 2021 – 3:45 pm
WebEx meeting

Call to order 3:45 pm

Senators: Regent Annie Adams, Lauren Bates, 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, Tom Kiffmeyer, Euijin Kim, Tom Kmetz, Lesia Lennex, Jen O’Keefe, David Oyen, Roma Prindle, Sherif Rashad, Allen Risk, Edna Schack, Kim Sharp, Sherry Stultz (telephone call in #3), Vijay Subramaniam, Shana Savard-Hogge, Gregory Russell, Wesley White.

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

Visitor: Dr. Sue Tallichet

Call to Order

Approval of Faculty Senate Minutes from March 18, 2021 Meeting:

Senator Subramaniam noted that he needs to be added to senators in attendance. Senator Chatham noted that Senator Adams needs to be changed to Regent Adams.

Motion to approve the minutes with corrections

Vote: Approved with corrections as stated

Announcements: (all 3 announcements posted on the FS Blackboard shell)

MSU is offering a one-time instructional grant. These will be \$2,500 grants available to faculty for needed instructional items for their classrooms. Deadline is April 9 and the grant application is located on the FS Bb shell. Provost Russell will provide more information in his report.

Covid 19 Vaccine – Second round of vaccines will be on Wednesday, April 7. Employees should have received an email to sign up. If you did not receive the email, please contact Dr. Caroline Adkins.

Commencement – 3 in-person commencement ceremonies will be held on May 8. The ceremonies will be held at 9:30 am (Caudill College), 12:00 pm (Volgenau College of Education and School of Business Administration) and 2:30 pm (College of Science). The Craft Academy will have a ceremony at 5:30 pm.

Delay of Tenure – If faculty would like a two-year delay of tenure, they will need to submit their application to the department chair by September 1.

There has been no news on any other resolutions to date.

President’s Report

President unable to attend/no report

Provost Report

Commencement – All the commencement exercises are in-person but will also be streamed. For any faculty that would like to join in, they will be provided the link.

There is a significant movement in monies that have been put forward for classroom technology items and support. Aging infrastructure such as desk and chairs will start being replaced this summer. Mini grants of \$2,500 are available for faculty and are due April 9. Faculty are encouraged to work with other faculty in their departments in a combined effort for larger purchases. Provost Russell would like to encourage FS to announce this to their constituents and encourage them apply by the deadline date. The Excellence in Teaching Committee will review the applications and provide recommendations to Provost Russell. The idea is to fund as many applications as possible.

Tenure Delay Senate Resolution – Approved by the BOR last week. The delay can be up to two years. Deadline is September 1, and this is a one-time, next year only opportunity.

Question – Senator White asked if the instructional grants being offered include research instruction. Provost Russell said he thought the grants would be for items touched and used by students. Senator White asked if a course had a laboratory associated with it would everyone in that associated lab be able to use the equipment. Provost Russell said all students would be able to use the equipment.

Question – Senator White asked when the grant would become effective and who will decide which applications are funded? Provost Russell said the award notifications will go out to faculty on May 3. They would like what has been requested in the grants to be purchased by the end of May. Provost Russell said he would be relying heavily on the Excellence in Teaching Committee recommendations for funding.

Question – Senator Finch asked if there was a request that faculty would normally put through IT (software that could be used in the computer labs), should they continue to send the request to IT or could they put it through the instructional grant? Provost Russell suggested putting it through the instructional grant.

Question – Regent Adams wanted to know if there were plans to have a longer standing pool for educational technology resources? Provost Russell referenced that there is one if not multiple strategic initiative goals within the strategic plan that address the need to upgrade technology, equipment and support of classrooms. They have been systematically moving through those strategic goals and trying to address them, so he thinks there would be funds but he will not speak for the president in saying there will be a standing pool.

Question – President-Elect Harrelson said last week the BOR approved phase 1 of the compensation plan. FS has received questions regarding whether the additional compensation that faculty will be receiving will count towards the teachers retirement system because it is not an across the board faculty salary raise. Provost Russell said he was not a retirement expert. It was his understanding that because compensation is going to base salary and not a supplement, this would not impact retirement. Regent Adams asked to address this. She contacted TRS and asked them if the compensation would count towards retirement. The response she received was the compensation will not count for any person's retirement if they retire before July 1, 2025. Provost Russell said he was not aware of this but would take this back to the compensation/compression plan discussions.

Senator Sharp said she was very concerned about retirement/compensation. She is afraid the very low salaries at MSU and having had no raises in 10 or so years, people will not want to come to MSU to work. Word is getting out that MSU is not a good place to come and have a career in academia. Senator Sharp thinks faculty and staff need to ask for an across the board, cost of living raise.

President Grupe said this was an excellent point because good faculty are not coming to MSU and if they do, they do not stay. His questions is where do we set our priorities?

Visitor Dr. Sue Tallichet thanked FS for her acknowledgement. Dr. Tallichet said MSU is not going to grow if they keep hiring instructors. She stated you cannot do this and have quality education and quality programs and keep this a university. As for the retirement issue, the fact that there was not full disclosure on what was going on with the retirement plan shows very poorly on MSU.

President Grupe brought up that this is just one of many issues. It starts with not providing faculty with moving expenses. You have to invest money to come to MSU and when your salary is already low it pushes people away. If you do not get applicants for jobs it reflects the salary level that the position is at. Regent Adams said there is also a problem with information and this has got to change. People want to work, they want to work together, they want to be here. If people are not even given the information they need to make the right decision, to help one another do what they can with the resources they have, we are internally setting ourselves up to fail outside of any external pressure we may face.

Regent Report – Regent Adams

The BOR met in-person March 25, in Mt. Sterling. The overall message was that MSU is doing well financially. MSU has received 20 million dollars in CARES and KRESA funds. These funds have been pulled down already and used. MSU is not going to have to take some of the financial hits that were originally thought. Good pieces of legislation that are coming out this year that will help MSU: House Bill 8, which created a blanket liability for KERS costs. MSU will eventually have to pay for 50% of this. This means in about three or four more years MSU will have to pay about 2 million dollars more per year. The good news to offset this is when the presidents got together and they did Senate Bill 135, they tinkered with the performance funding model so the floor that presidents wanted to put in place so there would be a stop gap is being put in place. Senate Bill 135 was signed into law by Governor Beshear and means we are not going to lose those funds. Added in is the 18 million dollars in funds from the American Recovery Act that MSU will receive. 9 million will go to students, 9 million will go to the institution. This is money that has not been drawn down.

When the compensation plan was voted on, it was separated out for faculty and staff. Regent Adams had the option to vote on the staff compensation piece but was not allowed to vote on the faculty compensation piece. Regent Adams said the reason she would not vote for this particular compensation piece is because the third part that included the \$100 goes against PG 44 and UAR 324.06. This went against internal policy and she could not endorse it for that reason and was the single vote against it. When the faculty compensation piece came up, the president said they would be removing the compression piece. All that was voted on was the base pay and this passed. President Morgan said he would be removing the compression piece because it had not been worked out yet and it would be brought back to the board at a later date. The figure for the compression piece has changed. Faculty were told there was \$100,000 set aside for compression, but the new figure presented at the BOR meeting was \$200,000. Regent Adams asked where the money was and where it was coming from but

has not received answers. The BOR is getting a very clear message that MSU is doing well financially. Regent Adams said what is getting very difficult is disentangling exactly where things go. How and why MSU could now double the amount of funds to address faculty compression? There is no answer.

Regent Adams said she would like for everyone to have the email she sent to TRS so they have the specific language from TRS to share with their colleagues. She requested that President Grupe email the faculty as a whole. She will also pass this information along to staff congress because she does not know how many staff were affected by this.

Staff Congress Report – SC Chair Savard-Hogge

She thanked President Grupe for allowing her to be at FS meetings, hear the dialogue, and be part of EC meetings with FS and SC. She also thanked Regent Adams on the work she did untangling the retirement issues with TRS and the compensation plan.

President Grupe mentioned a diversity meeting that he and SC Chair Savard-Hogge had with the Edit subcommittee they are on. The subcommittee was formed to advocate and develop priorities for employee recruitment and retention for URM. At the last meeting they were given an institutional placematch from CPE. There were two items for workforce diversity. Tenure and tenure track faculty and management occupation had URM. There is some work to do in terms of management occupation. Those two areas that CPE counts toward diversity are important areas. Percentage wise, MSU is going the wrong way in terms of diversity and management occupation. There was really good committee discussion, talking about salaries being very low and not having packages available for relocation.

The committee is still working on the climate survey. Senator Justice has provided President Grupe and SC Chair Savard-Hogge with the feedback received from the focus group. Chair Savard-Hogge will go more in depth with this information at the Executive Council meeting. It is very important for people to understand that a climate survey will be a long survey. They are trying to capture a great deal of data that is unbiased, so they need to be intentional about what they were trying to do in the first place, to provide an anonymous, safe place for people to give honest feedback to administration. Her hope is that before the next EC meeting, people really look at the questions.

SGA Report – Bryce Ward

President Grupe received an email from Bryce Ward an hour before the FS meeting stating he was unable to attend today. He said SGA had their first in-person meeting last night. They are working on the renewal rollover partnership with local ice cream businesses for the remainder of the school year. Also, they are looking into two \$4,000 grants for a new campus park on the Butler Hall lot.

Senator Sharp brought up that the SGA ideas are born, funded for a short time and then fall through. There is not a sustainability model. There is never someone in place after these students graduate to maintain the initiatives. President Grupe will bring this up with SGA.

Executive Council – FS President Grupe

Discussions with Staff Congress and Faculty Senate Executive Council – President Grupe was not able to attend the meeting so President-Elect Harrelson will give the report.

Teaching Bill of Rights – The committee discussed how they could put something together for anyone who was teaching so they would have better protection and better information. They will form a small group who will work on the creation of the Teaching Bill of Rights.

Will be looking more at the climate survey and how they might adjust that going forward.

President Grupe questioned how they would administer the climate survey. They could go through the Center for Teaching and Learning, IR, or use an external vendor such as Survey Monkey. The main problem is CTL and IR surveys will take time. Survey Monkey works, is reliable and has a lot of options but there is a cost associated with it. There are funds remaining in the FS budget and those could be used to purchase the one year subscription to Survey Monkey. This tool could also be used by SGA and SC, as well as FS. Senator Finch said if we purchase this now, it gives FS a year to see if this tool is reasonable and serves FS needs. Something coming through Survey Monkey may allow people to feel more free to respond because it is not something that is affiliated with the university. Senator Sharp said if we are going to go to the trouble of collecting data, we should have a tool that has been vetted through research methods. She questions if it is so easy to put surveys out, would faculty and staff be overwhelmed with surveys. Regent Adams said the survey has been around and has been vetted through FS and is modeled on our sister university surveys. This is a way to move forward on work that has already been done. Senator White said he feels this is an excellent idea. Faculty and staff need to have a voice at the institution.

Fast Track for Tenure and Promotion – will move this for discussion to the next FS meeting.

Faculty Welfare and Concerns – President-Elect Harrelson

The committee discussed the creation of an ad hoc committee in regards to workload calculations. They have solicited members to the ad hoc and are included in the document that President-Elect Harrelson shared with FS. Right now there is no form for how ad hoc committees should be created so they have developed this form to deliver the purpose, how the committee should work and a timeline for how they should do so. They hope the ad hoc can begin work once they get approval from FS in the middle of April. They will work through the summer and into the fall semester creating a recommendation that will be delivered to the Faculty Welfare and Concerns committee. Hopefully it can be presented to the FS at the beginning of the Spring 21/22 semester. The committee will be formed with 3 faculty and 1 administrator from each college. There is also representation from 1 instructor, several assistant professors and associate professors, full professors, one chair, two associate deans and one dean. President-Elect Harrelson said this is technically a first reading. Senator Chatham asked who was going to be the chair of the ad hoc committee. President-Elect Harrelson said the ad hoc committee should be chaired by someone in the group. They would like to vote on a chair in their first meeting. There are three of the FWC members on the committee and she is hopeful that one of them will take leadership in that role since they are most familiar with the conversations they have had. A friendly amendment will be made regarding the chair definition. Senator Graves moved to suspend the rules pending the friendly amendment and go into a second reading. Motion approved.

President-Elect Harrelson added that a chair will be selected from the ad hoc committee to preside over meetings and share information with the FWC committee. Senator Chatham questioned that the chair would be selected by whom? A friendly amendment was made to change selected to elected from the

ad hoc committee. Motion to accept the proposal for the ad hoc committee as amended. Motion approved.

The FWC met briefly with Governance. They are looking at adjusting PAc 17 and changing the committee that reviews sabbatical to the Research and Creative Productions Committee.

Continued discussion on PAc 35, faculty evaluation plan. They are wanting to remove the statement that stipulates student course evaluations must be used in faculty evaluations.

Asked to look at PAc 31, which deals with the status of librarians. The librarians are wanting to revise PAc 31 to include language to state they are faculty. Librarians do not have an evaluation plan so Senator Kmetz was going to take this back to the librarians and see if something could be created that could also be added to PAc 35.

FWC, Governance and SC Executive Committee member David Flora will meet jointly on April 25, regarding a document that will regulate ad hoc committees and their formation.

Governance – Senator Finch

Faculty interest survey is out and is currently at 28%. The survey will close on April 5, and Senator Finch asked senators to spread the word with their colleagues.

Received feedback from Senator Hare regarding the categories of schools and departments. Governance decided to use the same model that was used last year and will make sure the departments are fairly represented on the survey.

They will work next week on populating committees and there will be multiple slates to vote on at the next FS meeting.

Academic Issues – Senator Schack

The committee continues to work on the UAR on Academic Dishonesty. They are tweaking the language and will hopefully have a document to share with FS by the end of April.

Evaluation – Senator Jenab

The committee continues to work on the chair and associate dean evaluation survey. Different colleges have different models, some with associate deans and some with chairs. The committee decided to have one survey because chairs and associate deans do the same tasks. Another concern to the committee is why the results of the surveys are kept confidential, not being released to the participants and publicly.

General Education – Senator Schack

The committee met on Monday and a good portion of the meeting was devoted to thinking about the criteria by which they measure or agree that the SLO standards have been met. Previously it has been 70% of the students will meet the standard by meeting 70%. The committee added that this will be re-evaluated each year. They will look at the data and see how things are going and make decisions based on the data.

New Business

FS Shared Governance Award – Senator Lennex said it was time to recognize people for their shared governance service. A proposal was presented to FS and was taken almost verbatim from University of California Riverside. They have an award specifically for shared governance that originates within faculty senate service. President Grupe has confirmed that this will be a first reading. Senator Graves moved to suspend the rules and move to a second reading. Motion approved.

Second reading on FS Shared Governance Award – Senator Chatham questioned the eligibility. The proposal says all members of the FS except those who have served on the FS within the past 3 years are eligible. Senator Chatham said this seems to be contradictory. A person who has not served on the FS for the past 3 years is not a member of FS. Senator Lennex said the wording is in the proposal that faculty have to have been a member of FS at one time.

Senator Chatham requested a friendly amendment to line 10, insert the word former before members. The line would then read “all former members of the FS except those who have served on the FS during the immediate 3 years prior to nomination.” Senator Lennex was in agreement.

Senator Chatham requested a friendly amendment to line 7, replace academic with faculty.

Senator Chatham requested a friendly amendment to line 14, remove divisional. No other friendly amendments requested.

Senator Finch wanted to clarify that the \$200 award would come from the FS budget yearly. Senator Lennex said she would like to establish a fund through the provost office by which people could contribute to a foundation account. It would then come from the foundation and not directly from FS budget.

Motion to accept the proposal as corrected. Motion approved.

Old Business

No old business.

Next scheduled meeting – April 15, 2021

Meeting adjourned at 5:32 pm