

Communication Report April 29, 2021



Gardening with wildflowers (aka flowering weeds) [attracts pollinators](#) like honeybees.

Faculty Senate commenced at 3:45pm, with approval of April 15 minutes approved with one revision (spelling of Kiffmeyer).

Announcements-

- Provost search concludes Friday, April 29. If you attended a virtual forum, you should have been sent a form from IR. Forms due April 29, noon, with search committee deliberations and final selection to be announced.
- From the President's PLC, Dr. Grupe reported a new MSU motto and branding will be unveiled soon. Campus has been asked to not order new stationery or recruiting materials pending the reveal.
- A Presidential livestream, May 6, 3:30pm, has been announced.
- Instructional grants are scheduled for response May 3. Approximately 90 grants were received.
- 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.
- The MSU Campus Climate Survey will be disseminated within the next seven days. An unexpected issue arose with the Faculty Senate email protocol (the protocol linked to Senator Lennex was suddenly disabled). *NOTE: The protocol was restored to President Grupe late on April 29.

President's Report- No Report/ not present

- Dr. Morgan indicated that Provost could answer any questions from Faculty Senate.

Provost's Report- No Report/ not present

Regent Report- No Report

Discussion on Confidentiality Understanding and Funneled Communication Administrative Initiatives:



- President Grupe stated that Deans recently sent to Chairs/ Associate Deans and their office staff, a *Confidentiality Understanding* (CU) (see end of CR for complete document). Chairs/ADs and their staff were asked to sign the document and return to an MSU administrative email no later than April 30.
- The document was forwarded by an AD to their department to sign and return by April 30. At that point, Faculty Senate became aware of the document contents. AAUP President Lennex requested from AAUP national office

guidance on faculty participation in confidentiality agreements. At MSU, Human Resources classifies personnel into “Faculty” and “Staff” categories. All Department Chairs/ Associate Deans receive faculty communications through their specific HR designation, but all other administrative personnel, despite having a tenured and ranked affiliation with an academic department, do not.

- The MSU AD retracted their request to faculty the next day. Regent Adams added that her understanding had been that the document was sent to Chairs/Associate Deans, their staff, and higher administration, but not departmental faculty.
- Discussion ensued about the following: Whether or not such a confidentiality understanding was necessary (No, re: PG-61 addresses work-related confidentiality, whether or not it was binding (No, see [AAUP response](#)), a violation of current MSU policy(Yes, re: PG-65 *Campus Free Speech Protection*, BOR approved 8.8.2019), and if the agreement had been approved by the BOR (No, there has been no discussion or approval). Discussion included much consternation about the policy publication, distribution, and wording of the document. The document was later learned to have been authored by MSU Legal Counsel Fitzpatrick and disseminated from Human Resources. It is not known by whom, or exactly why, the document was originated.
- President Grupe pledged to bring a commendation resolution for those Chairs/ ADs that refused to sign the CU.

CONE OF SILENCE



- Funneled communication initiative was introduced by Dr. Morgan. It requires ANY requests from any Faculty Senator or committee chair to be funneled through the Faculty Senate President who then must send the *consolidated* requests to Provost. The Provost will “get back to Faculty Senate with a response or forward to the appropriate person.” *NOTE: Response times on official communications are inconsistent and may not be fulfilled within needed timeframe. This action hampers shared governance on many levels. See more on the Faculty Senate Blackboard shell, meeting folder April 29.

Administrative Feedback on Faculty Senate Actions:

- Further revision to FYS standing committee description has been requested by Provost. Provost had not taken previous discussion of revisions to Dr. Morgan and would not without additional revision to membership. Governance Chair Finch has revised membership, lines 34-62: *Each year, Faculty Senate Governance chair will bring nominees from the annual Faculty Interest Survey to meet with the faculty co-chair of General Education Council. The two representatives will work in concert to update membership.* Motion carries to revise the FYS committee description membership selection.

Committee Reports:

Executive Council-

- Presentation of the inaugural Faculty Senate Award for Shared Governance to Dr. C. Brent Rogers. Rogers started as an Assistant Professor in September of 1984 in the then Department of Agriculture and Natural Resources at Morehead State University. He has 37 years of service to Morehead State University. During his time at MSU, Rogers served on Faculty Senate more than 20 years and held a position on Executive Council six times during the course of his tenure in Faculty Senate. He has instilled his passion for shared governance with faculty across the campus. Rogers will be retiring on June 30, 2021 and we again thank him for his service and wish him well in his retirement. Congratulations Dr. Rogers!



President Grupe (left) presents Dr. Brent Rogers with the MSU FSA

Academic Issues-

- Senator Anthony Dotson has officially replaced retired Senator Schack as Chair of Academic Issues.
- Work continues with Max Ammons on draft UAR for Student Misconduct. Senator Dotson stated his hope that by Fall semester 2021 a resolution would be forthcoming on this UAR.

Evaluation- No report

Faculty Welfare and Concerns-

- FWC met with Governance committee and Staff Congress elections committee to continue discussion and progress on a *Committee on Committees*.
- Ad hoc Workload Calculation committee met and elected Dr. Mike Kessinger Chair, Senator Kimberlee Sharp co-Chair. They are currently reviewing UAR 136.03, a draft replacement not yet published to Human Resources.
- PAc-35 Faculty Evaluation Plans, presented for 1st Reading
- PAc-31 University Librarians, presented for 1st Reading
- PAc-17 Sabbatical Leave of Absence, presented for 1st Reading
- FWC has requested Governance review and present appropriate revisions to Faculty Senate on the Excellence in Teaching Committee and the Research and Creative Production Committees.

Governance- No report. Standing committee appointments will be presented May 6.

General Education Council Report

- Senator Mark Graves now officially reporting on this committee.

Staff Congress' Report- No Report

SGA Report- No Report; Emily Wiley was re-elected as SGA President

New Business

Old Business

Next regular meeting May 6, 2021 via Webex

Adjournment: 5:12pm

Confidentiality Understanding April 2021:

Morehead State University Employee
CONFIDENTIALITY UNDERSTANDING

It is understood that employees in certain positions at Morehead State University are subjected to information that otherwise may be confidential. This information may come from observation, from hearing conversations, or from documents or materials to which the employees come in contact. The employees may gain knowledge of others' personal information as well as University business, some of which may be protected by state and/or federal law. Certain positions have more exposure to such information than others.

To maintain privacy for all employees and confidentiality of nonpublic University business, it is recognized that it is of utmost importance for all employees to refrain from discussing such information if it is not related to and necessary to conduct the University's business. Idle chatter and gossip is not in the best interest of employees or the institution.

PG-61 specifically requires employees to maintain confidentiality:

University members are entrusted with personal and institutional information that must be treated with confidentiality and used only for conducting University business. Respect for individual and institutional privacy requires exercise of care and judgment. Unless required or permitted by law or University regulations, personal and official information provided by and about faculty, staff, and students must not be given to third parties without the consent of the individuals concerned. When doubt exists regarding the confidentiality of information, University members should assume that information is to be treated as confidential.

I recognize that my duties place me in a position to have access to sensitive information as referenced above. I understand that to carry on the necessary business of the University I may have a business necessity to discuss this information with others within and outside the University. However, I further understand that such information should not be released or discussed unless it is required to perform business duties or is instructed by my supervisors.

I understand that protecting confidential information is an important part of my job assignment and that I have been entrusted to serve in such a role. This duty extends beyond the time of my current assignment and beyond my employment at the University. I further understand that failure to abide by this job requirement may run contrary to Morehead State University Personnel Policies and result in a personnel performance issue.

Employee

Date

Unit

Please sign and email this form to: adminfiscal@moreheadstate.edu