

## Communication Report April 15, 2021



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### Faculty Senate commenced at 3:45pm, with approval of April 1 minutes approved

#### Announcements-

- 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). Profiles of the two candidates, Dr. Laurie Couch (Associate Provost) April 28 and Dr. Antony Norman (Dean, College of Education) April 29. Campus interviews are scheduled as follows and the theme is ‘*What is your overall vision for Academic Affairs and how does that vision relate to the [MSU Strategic Plan.](#)*’ Sign in with both first and last name showing on screen. An evaluation will be sent to your MSU email. Complete and return the form by noon April 30.
- |            |   |
|------------|---|
| 8:00 a.m.  | Vice Presidents   |
| 9:30 a.m.  | Academic Deans, Associate Deans, Department Chairs, Academic Directors            |
| 11:00 a.m. | Search Committee  |
| 1:15 p.m.  | Faculty Senate (Virtual—WebEx link will be available in the MSU portal)           |
| 2:30 p.m.  | Campus-wide Presentation (Virtual—WebEx link will be available in the MSU portal) |

To submit a question for consideration, please use the following contact information and send your question by Monday, April 26<sup>th</sup> at 4:00 p.m.:

- Questions for the Faculty Senate presentation should be sent to Chair, Dr. Dirk Grupe [d.grupe@moreheadstate.edu](mailto:d.grupe@moreheadstate.edu)
- Questions from Staff Congress members or other staff employees should be sent to Representative, Mr. David Flora, at [d.flora@moreheadstate.edu](mailto:d.flora@moreheadstate.edu)
- Questions for the campus-wide presentation should be sent to [humanresources@moreheadstate.edu](mailto:humanresources@moreheadstate.edu)

#### President’s Report- No Report

## Special Guest: Mary Fister-Tucker, VP Fiscal Services

- Reported that Dr. Morgan went to the TRS Executive Secretary and received a letter, dated April 9, that clarified that the years in service raise (up to \$1200) would be applied to retirement calculations. Any other raises related to compensation or inversion would not apply until after 2025. (\*NOTE: Letter from TRS General Counsel Barnes responds to an email from Dr. Morgan. The letter from Barnes neither specifies the content of Morgan's email nor does it clearly address allowance of the years in service raise. See entire letter included at end of CR).



### Questions:

- Regent Adams asked if there will be any effort from Dr. Morgan to present a united message to campus. She suggested it might be helpful to bring all campus constituencies together for accurate communication. It would also be helpful for all state higher education institutions to join in asking for information and uniform messaging to higher education. VP Fister-Tucker replied that she believed the compensation plan had followed policies.
- Senator Kiffmeyer stated that “we’re constantly searching for answers. Why are we calling KTRS? There is a disturbing trend across the country to hide information. We NEED SHARED GOVERNANCE.”
- Senator Sharp asked when faculty would have more information on compression plan. “Will we see anything?” to which VP Fister-Tucker asked Provost to respond.

### Provost's Report-



- 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.
- Instructional Grants have had a good response with about 90 proposals received. Together with college requests, this will have contributed “in excess of \$200,000” toward instruction.
- Promotion and Emeritus recommendations have moved forward to Dr. Morgan. Provost met with Promotion Committee April 19 to

discuss review process using Blackboard LMS. It is anticipated that the Fac180 workgroup will have recommendations for campus at end of Spring semester.

- Tenure workshop, for those attempting tenure 2021, will be held the week of April 19.
- Celebration of Student Scholarship scheduled April 21.
- In follow-up to VP Fister-Tucker and Senator Sharp's question, Provost responded that the delay in reporting compression/inversion compensation recommendations had been in defining compression. The goal now is to complete recommendations by end of Spring semester, May 7. “The goal of compression was to bring higher ranks more dollars so higher ranks would have dollars and in rank equity.”



### Questions:

- Senator Lennex asked for information about handicapped parking for graduation. Provost stated that Registrar's Office would be sending out that information. (\*NOTE: No information has been distributed to faculty as of 4.24.21).

### Regent Report:

- Last Friday, April 11<sup>th</sup>, the Coalition of Faculty Senate Leadership (COSFL) met. In the course of conversation, representatives from ECU stated that their Budget Committee was addressing the recent modifications to KRS 161.220.

### Noteworthy points:

- ECU has a Budget Committee
- The committee includes faculty with relevant disciplinary expertise (the committee member who spoke at COSFL is a professor of finance)

- Faculty on the committee are working at the behest of (and in concert with) administration
- The committee had already been working on issues of compression and is now attempting to find ways that would accord with the recent modifications to KRS 161.220

EKU is facing the same demographic and funding challenges we are, all while serving a region adjacent to our own. Like us, they completed a series of debt refinancing initiatives, paying principal along the way, without raising tuition. Unlike us, EKU has been able to (a) effectively cut student cost and fees by providing a “free textbook” initiative, (b) give all employees a \$1,000 bonus (from the Board of Regents) to reward extra efforts made during the pandemic, and (c) use the disruption in the athletic season to make a meaningful change in conference that will advantage the institution’s “brand.”

I suppose we could look at this difference through a competitive prism and argue that EKU is “eating our lunch” (or cast aspersions by armchair accounting and suggesting none of EKU’s work is sustainable). I, though, would rather view this through a collaborative lens and focus on the teamwork that has allowed EKU to address the challenges we also face.

Neither EKU nor MSU fiscally weathered this global health crisis through the plucky resolve of individual agents. We all benefited from the largesse of the federal government, which granted us proportional funds to stay afloat. We can and should pat ourselves on the back for allocating funds wisely, but our institution didn’t rely on its own resolve to secure \$38m. We were given that. And even though our institutional leaders were key figures that helped shape recent legislative decisions, the “wins” we secured in HB 8 (blanket liability for KERS) and SB 135 (revision of the performance funding model) weren’t ours alone: they were the result of collective work, done in concert with the CPE, to uphold the importance of higher education in the state.

EKU does not have a structural advantage over MSU, and there is no indication that its people are markedly superior. It is currently succeeding in ways MSU is not because the institution is actually utilizing shared governance in order to achieve the best outcomes. Put another way, EKU’s “competitive advantage” is its willingness to meaningfully collaborate and allow constituencies a real seat at the table.

The MSU constituency bodies I have had the pleasure to interact with this year—Faculty Senate and Staff Congress—are strong and capable, and they have worked in good faith to provide viable solutions to the problems MSU faces. Sadly, much of the excellent work of constituency leaders has been wasted because our institutional default is gatekeeping, even when we are not sure what purpose the gate serves.



EKU is intent on running its race, not constantly stopping to see what might be running beside it, because they have an end goal of getting everyone over a meaningful finish line. We are capable of such running; we just need to get out of the gate.

We have the key to that gate—shared governance. What we need now is the institutional will to turn it to unlock our true potential.

**Administrative Feedback on Faculty Senate Actions:**

- The Resolution on Teaching Modalities has been approved by Dr. Morgan.

## Committee Reports:

### Executive Council-

- The FWC voted and approved a candidate for the inaugural MSU Faculty Senate Award for Shared Governance. The award will be presented at the April 29 Faculty Senate meeting.
- Campus Climate Survey work continues the week of April 19 with a draft circulated for feedback to Staff Congress and Faculty Senate ECs and an IRB proposal sent for approval.
- Ad Hoc Faculty Workload committee has moved forward with its charge.
- Ad Hoc Research committee, charged in March 2020, presented its final report to President Grupe. Unfortunately, there were no conclusions or findings to this committee. Please see complete report on FS BB shell, April 15 meeting folder.

### Academic Issues- No report

### Evaluation- No report

**Faculty Welfare and Concerns-** work continues with PAC-35.

**Governance-** 49% response rate to the Faculty Committee Preference Survey; Service Award information being sent through Office of President April 16.

### General Education Council Report

### Staff Congress' Report- No Report

### SGA Report

- Food drive underway with Christian Social Services
- Students have requested extending CCL hours to 2am during finals week. Senator Kmetz stated that the CCL would normally be open 24/7 for one week prior and during finals week. When asked about headcount for hours till 10pm, Kmetz had not heard specifics but that there did not appear to be a surge in evening hours.

### New Business

- Senator Lennex, as Communications Officer, reported accurate departmental numbers of full-time faculty --tenure/tenure-track, Instructor, and VAP, as of March 15, 2021. These numbers do not include the Department Chair/ Associate Dean.

| Dept  | Instructor | VAP | T/Tr |
|-------|------------|-----|------|
| Music | 1          | 4   | 16   |
| FGSE  | 0          | 0   | 12   |
| MGSE  | 2          | 0   | 6    |
| ECSE  | 6          | 2   | 5    |
| Ag    | 3          | 0   | 10   |
| PHES  | 0          | 0   | 11   |
| BIOC  | 3          | 1   | 17   |
| Eng   | 9          | 0   | 8    |
| Comms | 7          | 0   | 9    |
| KHIS  | 5          | 0   | 8    |
| MATH  | 7          | 0   | 10   |
| ART   | 2          | 1   | 7    |
| total | 45         | 8   | 119  |

Verified through Chair/AD

| Dept                               | Instructor | VAP | T/Tr |
|------------------------------------|------------|-----|------|
| HPIL                               | 2          | 1   | 14   |
| SSWC                               | 7          | 2   | 10   |
| PSY                                | 1          | 0   | 8    |
| NUR                                | 9          | 0   | 12   |
| CSEL                               | 1          | 0   | 5    |
| ETM                                | 2          | 1   | 3    |
| *SCBA                              | 5          | 2   | 19   |
| total                              | 27         | 6   | 71   |
| *SCBA is two departments- AFIS, MM |            |     |      |

Unverified and from Sept 2020 data

**Next regular meeting April 29, 2021 via Webex**

**Adjournment: 5:32pm**



**TEACHERS' RETIREMENT SYSTEM**  
of the State of Kentucky

GAYLE BARRIN, CPA  
Executive Secretary

ROBERT B. BARNES, JR.  
Deputy Executive Secretary  
Legislation and General Counsel

J. ERIC WAMPLER, III  
Deputy Executive Secretary  
Finance and Administration

April 9, 2021

Dr. Jay Morgan  
President  
Morehead State University  
150 University Boulevard  
Morehead, KY 40351

Re: compensation proposals

Dear Dr. Morgan,

This letter is to follow up on your email of April 2, 2021, regarding compensation plans proposed by Morehead State University (MSU) for both faculty and staff. The compensation described in your email appears generally available and allowable for retirement calculation purposes with two exceptions. Those exceptions are the \$100,000 pool that MSU will use to address salary compressor issues which will be allotted on an individual basis and the \$100 awarded for recruitment efforts that will be provided to some, but not all, staff. These two items would be allowed for retirement calculation purposes only if they are received by the employee for a full four (4) years prior to retirement.

I hope this answers your questions. If not, please do not hesitate to contact us.

Sincerely,

A handwritten signature in blue ink that reads "Beau Barnes".

Robert B. Barnes  
Deputy Executive Secretary and  
General Counsel