

**2020-2021 Morehead State University Faculty Senate Minutes**  
**Thursday, April 15, 2021 – 3:45 pm**  
**WebEx meeting**

Call to order 3:45 pm

Senators: 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, 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), Vijay Subramaniam, Shana Savard-Hogge, Gregory Russell, Wesley White.

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

Guests: Mary Fister Tucker

**Call to Order**

**Approval of Faculty Senate Minutes from April 1, 2021 meeting:**

Motion to approve the minutes

Vote: Minutes approved as presented

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

The FS will meet again on April 29. This will be a regular meeting and not a special called meeting.

Commencement will be on May 8 with 3 sessions. Arts and Humanities will be at 9:30 a.m., College of Education and College of Business at 12:00 p.m. and College of Science at 2:30 p.m. Craft Academy will have their commencement at 5:30 p.m. All sessions will be held at Jayne Stadium. Students will be allowed 2 family members in attendance.

**Administrative Feedback**

Resolution on Teaching Modalities – Has been approved by the provost and president. Faculty need to speak with their chairs about the teaching modalities for the fall semester.

No news has been received on the other resolutions or the FYS committee.

**President’s Report**

President Morgan was unable to attend/no report. Any questions for the president can be directed to the provost or Mary Fister Tucker.

**Faculty Regent Report**

Regent Adams reported that on April 11, the Coalition of Faculty Senate Leadership met and in the course of the conversation representatives from ECU announced they had a budget committee that was addressing the recent modifications that MSU is also addressing. Noteworthy points are: 1) ECU has a budget committee; 2) the committee includes faculty of relevant disciplinary expertise; 3) faculty on the

committee are working on the behest of the administration and with administration; 4) the committee had already been looking at issues of compression. EKU is facing the same demographic and funding challenges that MSU is. Like MSU, they have recently completed a series of debt refinancing initiatives, taken care of both the amount of debt service that they pay and reducing principle. They have done all this without raising tuition. Unlike MSU, they have effectively cut student costs, gave all their employees a \$1,000 bonus that was voted on by their BOR and used the disruption of the athletic season to create a meaningful change in terms of the conference. Regent Adams thinks it is important to see how the focus on teamwork has allowed EKU to address the global challenges they are facing. MSU and EKU have benefited from the largesse of the national government and have received proportional funds to help keep them afloat. MSU's funds will end up being 38 million dollars. These funds were not received from individual efforts, all of these wins were collective. EKU does not have a structural advantage over MSU. The one significant difference is EKU is utilizing shared governance and constituencies are actually at the table. There are constituency bodies on MSU's campus that are capable, that have worked in good faith and have actually done a lot of good work to come up with viable solutions to help weather all sorts of problems. This great work has not always born the results it could have because of a lot of institutional gatekeeping. Shared governance is the key for MSU getting to their true potential.

#### **Staff Congress Report – Chair Savard-Hogge**

SC Chair Savard-Hogge was unable to attend the meeting/no report

#### **SGA Report – Bryce Ward**

April 26 to May 7 – SGA will be working on a food drive for Christian Social Services.

Passed a bill to support cardboard recycling from the post office area of ADUC. A container will be purchased and put near the post office.

Continuing to advocate for extended library hours.

Question – Senator Lennex wanted to know what the population had been in the library during the extra hours that had been assigned. How many students do we actually have in the library and what are they doing between 8 pm to 10 pm? She wanted to know what hours SGA were requesting to keep the library open until. Mr. Ward said SGA was asking that the library remain open until 2 a.m., during finals week. He said students seemed to be more productive and more willing to study if they had access to the building. Senator Kmetz said during normal times, not Covid, the library would remain open 24 hours during finals week. They would also have extended hours leading up to finals week. He said he would leave it to the dean to address this during Covid. He agrees with extended hours as long as they come with additional funding and staffing. As for the number of students using the library during extended hours, there has not been a surge in attendance during the late night hours.

Question - Regent Adams asked if they could somehow use SGA interest and the SACSCOC visit to advocate for an area that is often overlooked? Senator Kmetz said there has been a slow, steady decline in the library budget and staff over the past 20 years. The last time the library's materials budget was increased was 1999.

#### **KTRS Retirement/Compensation Plan – Mary Fister Tucker**

Dr. Morgan contacted the executive secretary at KTRS regarding the compensation plan/retirement issue. A letter has been received from the KTRS general council and states that the compensation described in Dr. Morgan's email appears generally available and allowable for retirement calculation purposes with two exceptions. Those exceptions are: 1) the \$100,000 pool being used to address salary compression issues and 2) the \$100 awarded for recruitment efforts that will be provided to some but not all staff. These two items will not be allowed for retirement calculation purposes only if they are received by the employee for a full four years prior to retirement. Regent Adams said it would be very helpful for everyone involved in this system to be on the same page so that we can move forward in the best fashion for all persons in KTRS. Mary Fister Tucker said KTRS is in a fact finding process now and it was MSU's compensation plan and others that have brought to light that there needs to be some legislative review as to how retirement benefits are calculated.

Question – Senator Hare said he was curious if we would have ran into these problems if we had simply followed our existing compensation policies rather than developing some new policy and implementing it? Mary Fister Tucker said she thinks this plan did follow policy. She said the revenue has been declining and if there is no revenue coming in they do not have it to disburse out. Employee compensation is MSU's top priority now. They wanted to give people who had been working at MSU for a very long time some kind of increase.

Senator Kiffemeyer said there has been a communication breakdown at some point and faculty are not getting accurate information. Faculty are constantly searching for information that should be readily available. He is concerned that it takes another level of effort on the faculty part to get needed information and feels faculty are increasingly becoming silenced employees as opposed to members of shared governance. There needs to be more awareness of what is happening at the state and institution level about the control of information. Regent Adams agreed and said we have large problems that large groups of people need to deal with. She thinks it is great that we tried to put more money towards faculty, but staff have went several years without wage increases. Mary Fister Tucker said when faculty and staff are hired in, they do not allow a new staff member to be hired in that would create an inversion but on the faculty side that has not always been the case. That is why there is the \$100,000 pool to help to rectify some of those types of situations.

Question - Regent Adams asked if the pool was back down to \$100,000 because at the BOR meeting the president said there would be \$200,000. Mary Fister Tucker said she thinks there will be \$200,000 available. Senator Lennex said there are faculty who are very knowledgeable about any given area of things worked on across campus. Those faculty are very willing to have parts in shared governance and asked that faculty not be shut out.

Question - Senator Sharp wanted to know when the faculty would find out about the compression and inversion plan. Mary Fister Tucker said under the policy, the recommendation for changes in compensation come through the chair, through the dean and then through the provost office. That is in process now. Procedurally the provost will make the recommendation to the president on what the compensation plan adjustments would be. Those will be reviewed through Human Resources to make sure there are no legal concerns. Senator Sharp asked if the recommendations the chairs make would be a mystery to faculty before they were approved by upper administration or will faculty know what the recommendations are before the provost receives the it. Mary Fister Tucker asked if Provost Russell would like to answer this question.

Provost Russell said the recommendations would be sent through the provost office before they were shared with the faculty to ensure that they were being equitable across the units. This has been the delay, they are doing this in a deliberate and careful way to ensure that it is being done correctly.

Question - Senator Sharp asked if this would be completed before Provost Russell's retirement. Provost Russell responded yes. Mary Fister Tucker said the compensation plan would not be finalized until the BOR approved the compression portion. The external council will review what is being proposed from a legal perspective.

Question – Senator Lennex asked for a more clarified definition of what provost sees as compression and what definition of compression he has given to the deans. Provost Russell said the goal of the compression piece of the compensation plan was to address assistant professors making a higher salary than associate professors and full professors making less than assistant professors. This is where the compression analysis begins in his estimation. It is both inversion and compression, merit will not be considered.

Question – Senator Schack asked if we were only looking in house or if they were looking at benchmarks? Provost Russell said the goal of the president was to bring faculty ranks up to the benchmarks over time. Specific to this analysis, there is no market analysis being included.

#### **Provost Report – Provost Russell**

Commencement – They are seeing an excellent response from students regarding attendance. The College of Science has been moved to the last ceremony.

Mini Grants – They have had an excellent response to this opportunity. There have been about 90 applications submitted. Provost Russell has turned this over the Excellence in Teaching committee for their recommendations and plan to fund as many as possible. With the mini grants and the other requests that went through the colleges for classroom items such as equipment and items needed for classrooms, they will be in excess of \$200,000.

Promotion – Process has moved through and is awaiting the BOR approval. Provost Russell will meet with the committee to discuss the electronic portfolios that were used this year and whether that process worked.

Tenure – Workshop for this group will be presented next week.

Celebration of Student Scholarship – Will take place Wednesday, April 21.

Question – Senator Lennex asked about handicapped parking for graduation, who to ask, what permission to get and where to park. Provost Russell was not aware that this information had not already been sent out from the Registrar's office so he will follow up on this.

#### **Executive Council Report – President Grupe**

Faculty Senate Award for Shared Governance – One nomination was received. Senator Harrelson contacted the FS parliamentarian to get clarification on whether the recipient would qualify. The nominee does qualify and the committee has voted to award the recipient and will announce this at the FS meeting on April 29.

Staff Congress EC Update – SC EC Will meet again on Tuesday with the FS EC. SurveyMonkey has been purchased and is now available. Senator Lennex will implement the questions and send a test survey to the EC next week. The survey will go public on April 26-30. Senator Lennex reminded everyone that the FS secretary is the administrator of SurveyMonkey and can add/delete people as directed to do so by the president of FS.

Ad Hoc Committee on Faculty Workload – President-Elect Harrelson said they have received some feedback from Provost Russell on the timing of the ad hoc for faculty workload calculations. The EC will move forward on starting the committee. Email has been sent out to all the membership approved at the April 1 meeting. The constitution states that an ad hoc needs to fall within the academic year and President-Elect Harrelson will ask the committee to give a report at the beginning of the new academic year. At that time the new the new FS body will decide if they want the ad hoc to continue their work. If the FS approves the ad hoc committee work they will be asked to complete said work within the timeline that has already been established. The ad hoc will get their work to the Faculty Welfare and Concerns group by October 15. FWC will hopefully have it ready for FS at the first meeting of the spring 2022 semester.

Ad Hoc Committee on Research – President Grupe wanted to remind faculty that this was an initiative brought up after discussions on how they could increase revenue for the university. The committee met in March and voted Michael Hail as chair. Due to Covid and then the passing of Michael Hail the committee fell apart. The suggestion is that they close this committee and form a new committee that would start in August and create a new resolution.

Fast Track for Tenure and Promotion – Refer this to be discussed in old business.

### **Academic Issues – Senator Schack**

An information only view of the UAR on Academic Dishonesty will be presented at the FS meeting on April 29. There are some adjustments that need to be made but the committee would like FS to have time to review the document. Senator Schack has asked President-Elect Harrelson to take this up again in the fall.

### **Faculty Welfare and Concerns – President-Elect Harrelson**

PAC 35 – The committee has made revisions to the PAC in regards to student course evaluations and how they believe the evaluations should not be a part of faculty tenure and promotion. They have not heard back from the provost or president on movement.

PAC 31 – Librarians are not considered faculty by HR. Since they do not have a faculty evaluation plan, information needs to be included to reference the UAR that guides the evaluation of librarians.

Provost Russell provided President-Elect Harrelson with his views on both of the PACs. He strongly believes departments should be allowed to make their own choice instead of stipulating in the PAC or appropriate UAR that student evaluations are a part of tenure or promotion (whether it is excluded or required).

Question – Senator Chatham wanted to know when the FWC committee would present this to the FS for formal consideration and vote? President-Elect Harrelson said prior to her meeting with the provost she

was hopeful to present it at today's meeting. The official first reading will have to be moved to the FS meeting on April 29.

Question – Senator Schack asked FS parliamentarian about having a first reading at the last official meeting and did this create issues with it having to be voted on in the summer? Senator Chatham said if there was a first reading at the next meeting it is then supposed to be voted on at a subsequent meeting. If FS does not suspend the rule they would have to do the second reading during a summer meeting. Senator Chatham said another option would be to have a special called meeting. Senator White said he agrees with the provost in making student evaluations optional and would like to see the committee come up with alternative wording for the resolution. President-Elect Harrelson said she will meet with her committee on April 22. PAc 31 will not be ready for presentation, but PAc 35 will be ready for the FS meeting on April 29.

### **Governance – Senator Finch**

Faculty Interest Survey – The results are in and there was a 49% response rate. Senator Bates and Senator Graves have been given the initial data and they are beginning work on the results. The committee will have the slate of nominees ready for the FS meeting on April 29.

Service Award Nominations – There has not been a call for nominations for faculty and staff service awards. SC Chair Savard-Hogge was chair of that committee the previous year and was able to share the process with the current committee. The information on these awards will be coming out soon and will have an online form for nominations.

Shared Governance – Senator Finch said there are ways in which faculty can participate in planning issues. There is a Planning committee that is currently defunct and not populated. She thinks this is worth some of the shared governance units to look at. They could speak to the president and provost about getting this committee going again in some form. Part of the planning committees charge is to look at things like budgets and institutional decisions made regarding planning processes and she thinks it is time to revisit a standing committee to look at these things.

### **Evaluation Committee – Senator Jenab**

The next action of the committee will be to discuss with administration why they are running colleges on different business models. The committee wants to know which model is best and should be implemented across campus.

### **GEC Report – Senator Schack**

The committee is reviewing verification forms for SLOs. This should be completed in the next week.

### **New Business**

Update on Faculty Numbers – Senator Lennex went through the department chairs for numbers of instructors, VAPs and full time faculty. An Excel spreadsheet was shared and the numbers were accurate as of March 15. These are roughly the same numbers as what was presented in September 2020. The numbers they are looking at are different from what IR is reporting to FS. Senator Lennex said this highlights that we have a good number of departments that have a large number of instructors and

VAPs. She feels we need to work with the departments in hiring tenure-track faculty to strengthen our programs. The spreadsheet is available on the FS Bb shell.

Question – Senator Sharp said in a few weeks ECESC will be down to 4 tenure and tenure track faculty with 8 instructors. For one of the positions that has been advertised they have had 0 applicants. She feels MSU needs to invest heavily in human capital. This needs to be done in order to attract people to apply to MSU otherwise these numbers are going to continue shrinking.

### **Meeting Dates**

The next meeting of FS will be on April 29. Two additional meetings have been scheduled for June 10 and July 15. If you are teaching during the summer you are required to be at the FS meetings.

### **Old Business**

Fast Track for Tenure – Senator Hare has been trying to collect data and feels this is a rarity and not common at other institutions. He found research on the subject and said 6, 7 and 8 years seem to be the most common for tenure and less than that almost never happens. Senator Chatham said he has looked at several Kentucky universities and some of them have policies allowing early tenure and promotion decisions, in particular UK, NKU and WKU. Senator Chatham will send the information he gathered regarding early tenure and promotion to President Grupe to post on the FS Bb shell. Discussion will continue on this at the FS meeting on April 29.

Next scheduled meeting – April 29, 2021

Meeting adjourned at 5:33 pm