

2020-2021 Morehead State University Faculty Senate Minutes
Thursday, May 6, 2021 – 4:45 pm
WebEx meeting

Call to order 4:45 pm

Senators: 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, Kim Sharp, Sherry Stultz, Vijay Subramaniam, Craig Tuerk, Wesley White.

Provost: Greg Russell

Faculty Regent: Annie Adams

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

Call to Order

Approval of Faculty Senate Minutes from April 29, 2021 meeting:

Corrections: Pg. 1 – Change Annie Adams to Regent

Pg. 1 – New Branding – change moto to motto

Pg. 1 – Change time for Caudill College Commencement to 9:30 a.m.

Motion to approve the minutes with corrections

Vote: Minutes approved

Announcements: (all announcements posted on the FS Bb shell)

FS/SC Survey – Survey was sent out by email on Monday, May 3. Please make sure you participate in the survey. Participation rate at this time is 30%. Deadline for completion is May 14.

Commencement – Ceremonies have been moved to the AAC due to weather concerns. Faculty are discouraged to attend due to social distancing guidelines.

Caudill College – 9:30 a.m.

College of Business and College of Education – 12:00 p.m.

College of Science – 2:30 p.m.

Craft Academy – 5:30 p.m.

Extended Library Hours – The library will continue to offer extended hours through finals week, 8 a.m. to 2 a.m.

Final Grades – Due on Tuesday, May 11, at 11:59 p.m.

Employee Appreciation Luncheon – Will be held on Tuesday, May 12. The time listed for Academic Affairs is 10:45 a.m. to 11:45 a.m., on the lawn of Allie Young.

Retention Outreach Campaign – 70% of MSU’s revenue is from tuition. Michelle Barber has sent a request for faculty to assist in reaching out to students this summer and encouraging them to come back to MSU in the fall. Interested faculty can contact Ms. Barber (m.barber@moreheadstate.edu) for more information.

FS Meetings – This is the last spring meeting for FS. Regular summer meetings have been scheduled for June 10 and July 15.

Administrative Feedback – No feedback has been received on Fractionalization or Research and Sponsored Programs resolutions.

President Report – President Morgan unable to attend. No report

Provost Report – Since this will be the last meeting that Provost Russell will attend with the full senate, he requested extended time to give updates.

Employee Appreciation Luncheon – Invitation to attend the luncheon on May 12. There is no requirement to attend if faculty/staff do not feel comfortable.

Commencement - Has been moved indoors to the AAC due to weather concerns. 6 foot social distancing has been followed. Graduates are allowed 2 guests. (Times listed in announcement section, page 1).

Instructional Mini-Grants – \$145,000 was allocated to the mini-grants. Around 50 grants (70 faculty) have been awarded. Awards were made using the recommendations of the Excellence in Teaching Committee and favor was given to tenure and tenure-track faculty applications. Notifications have been sent via email.

Accreditation – Provost Russell feels this has been a good year for accreditations. Any concern that was raised by SACSCOC should be addressed by the end of May. Engineering and Engineering Technology programs were reaffirmed. A new program, Bachelors of Science in Technology Management, was accredited for the first time. The most recent accreditation news was the Associate Degree in Nursing Program has received reaccreditation.

Summer Enrollment – Enrollments for summer are slightly down but overall stable.

Fall Enrollment – Enrollment is down for fall but this is a pattern that every university in Kentucky is seeing. This will become a more focused effort as summer approaches. Faculty will be receiving additional information on retention efforts.

Social Distancing Guidelines – It was recently announced by the Governor’s office that social distancing has changed to 3 feet as opposed to 6 feet. The new guidelines will be implemented this summer for in person classes. Kim Oatman will work over the summer to analyze what the course caps could be in classrooms with 3 feet social distancing between each seat. The 3 feet social distancing will not eliminate classrooms in ADUC, Button and 3rd Street Eats, but it will greatly reduce the need for them. The course caps will not change now but courses could be moved back to academic buildings. Faculty are encouraged to stay in contact with their chairs and deans regarding changes. Masks are still required.

Compensation – The EC of FS met with President Morgan and Provost Russell on Friday, April 30. Provost Russell said they continue to analyze the compression issue. They want to be very careful and consistent in what they are attempting to do. Phase 1 of the compensation adjustment was completed and helped to address compression. Phase 2 will address inversion. For this year, people were moved to the level that the inversion began as a first cut. The amount that could be increased was capped at \$5,000. This was evaluated by outside council to ensure that there is consistency. The plan is to move forward in coming years to further address.

Exception to the Tenure Track Portfolio Deadline – Has been passed by the BOR. One faculty member has already applied and been approved.

Faculty 180 Workgroup – Continue working and will provide to the provost a suggestion on a group to be looked at. They have made a strong start into the process and evaluation. This will allow for work early in the fall semester and get this to a recommendation that can be shared with FS and others to get their thoughts.

Thank You to Faculty – Provost Russell thanked the faculty for their flexibility and dedication to students and for a successful spring semester.

Comment – Senator Graves said he was disheartened by the comment the Provost made in regards to compression. What incentive is there for a person wanting to be promoted to full professor if they would be paid the same as an associate professor? Provost Russell said there is work to do within the rank but for this year the funds are just not available. Senator Lennex said there is a plan in place for rewarding faculty who do hard work to become full professors, it is called merit raises.

Question – Senator Lennex asked who is the outside council that looked at the calculations to make sure they were done in an equitable fashion? Provost Russell said it was Casey Coleman from Lexington, KY. Senator Lennex asked at what point did Ms. Coleman begin looking at the calculations. Provost Russell said it was within the last 2 weeks. Senator Lennex suggested that they find a faculty member to look at the compression plan because if Ms. Coleman has had time to look at the plan in the last 2 weeks, faculty have had plenty of time to give feedback on the plan as well.

Question – President Grupe asked if faculty could get feedback on why their mini-grants were not selected for funding.

Question – Regent T. Hare asked if there had been any discussion on policies related to COVID 19 vaccinations for students. Provost Russell said there had been discussions but no decisions made. This will continue to be discussed over the summer. Regent T. Hare said it would be a service to everyone in the state if the institutions would take a stand and require students to be vaccinated because the universities could really make a difference in reaching herd immunity. Provost Russell was in agreement and said the college age group would be difficult to manage.

Faculty Regent Report – Regent Adams

The BOR work session scheduled for May has been cancelled. No report.

Regent Adams said Senator Prindle passed along an article in the Herald Leader about problems with shared governance at UK. The article relates to some of the problems MSU FS is facing. Senator Lennex requested President Grupe send the link for the article to FS.

Staff Congress – No report

SGA – No report

Committee Reports

Executive Council – FS President Grupe

FS EC discussed with President Morgan the evaluation of deans and the provost. The president and provost were reserved on this idea. President Grupe wants to set an example and recommended evaluating the FS President, the Faculty Regent and the FS EC. He would like to come up with a survey over the summer and the evaluation committee can bring this forward at the beginning of the fall semester. He feels this will set a good example and he would appreciate the feedback.

Confidentiality Agreement Resolution – The EC of FS discussed the confidentiality agreement with President Morgan. The president has said he will retract the agreement. During the Staff Congress meeting on Monday, Mary Fister Tucker said the document was being re-written to give more examples so people could see what the agreement was about. President Grupe said this would shut down communication on campus and is not being done with shared governance. President Grupe has not heard back from the president on retracting the agreement and has not received anything in writing. He presented a resolution that the agreement be withdrawn for a first reading and commendation for the administration who did not sign the document.

Motion - Regent T. Hare made a motion to waive the requirement of first reading and go directly to second reading of the Confidentiality Resolution Agreement.

Motion approved

President Grupe asked if there were any additions or discussions for the resolution? No additions or discussion recommended.

Motion – Senator Lennex made a motion to accept the resolution

Motion approved.

Senator Chatham said the commendation was neither a change to senate rules or recommendation to change to university policy and there would be no need for a second reading on the commendation.

Motion – Senator Lennex made a motion to accept the commendation for administrators who did not sign the confidentiality agreement.

Motion approved

Academic Issues – Senator Dotson

Feedback was received from Regent Adams on the UAR for Academic Dishonesty. No other feedback has been received.

Evaluations – Senator Jenab unable to attend. No report.

Governance – Senator Finch

Senator Finch asked if FS needed to vote on PAc 17 before she presents the changes to the committees that are affected by the sabbatical change. Senator Lennex said anything done in regards to a committee change needs approval from the provost first. Once the change is approved by the provost it goes into effect.

Senator Finch shared the slate for committee population. There will be an election for Faculty Rights and Responsibilities. Nominees were presented and once the names approved are received the committee hopes to get the election going by the end of the week. Lauren Mirus and Amy Staten will be reappointed for IACUC. Manuel Probst and David Gross (community representative) will be reappointed for the IRB. President Morgan approves these committee members. President Morgan will choose an at large faculty for the Student Media Board.

Motion - Approve the slate.

Motion approved

Excellence in Teaching Committee Description – Revision is to remove the evaluation of sabbatical and educational leave of absence requests from the Excellence in Teaching committee description.

Research and Creative Productions Committee Description – Revision is to add the evaluation of sabbatical and educational leave of absence requests to committee description.

Motion - Accept the above two proposals on committee description.

Motion approved

FYS Committee – There was discussion regarding the addendum where it describes that the Governance chair and the faculty co-chair of the General Education Council would work together to populate the committee. This was approved and the committee is waiting to hear from Provost Russell. Hopefully this can be discussed further and moved through before the new provost begins work.

Faculty Welfare and Concerns – President-Elect Harrelson

FS had the first reading of PAc17, PAc 31 and PAc 35 last week.

No friendly amendments were received on PAc 17 (Sabbatical).

Motion - Accept PAc 17 as written

Motion approved.

PAc 31 – Status of Librarians. The only friendly amendment received was to pull off the back half of the UAR where they are edited and updated and leave it as UAR 116. Senator White said he had some comments from a constituent (see below).

1. The individual feels that the rolls of librarians and faculty are different;
2. The individual wonders if classified as faculty, would librarians have to be reviewed and approved by faculty;
3. If classified as faculty, should librarians have the equivalent of faculty tenure review;
4. Should librarians be gathered under an existing college and follow faculty PAc's;

5. What are the salary implications, especially of the new classification that parallels the classification of faculty;
6. The individual said the AAUP has some very good material on this subject;
7. The individual feels that the history FS heard about earlier may have had some inaccuracies;
8. The individual feels that this motion should be tabled so more information can be collected and items can be fact checked.

Senator T. Hare pointed out that there is nothing about the role of librarians that is being changed, only clarification. This PAc just reinforces and clarifies what already exists.

Motion - Accept PAc 31 as written.

Motion approved

PAc 35 – Several friendly amendments were received. President-Elect Harrelson put the friendly amendments in a word document and presented to FS for clarity. The most recent and updated PAc 35 was presented to FS.

Motion - Accept PAc 35 as written.

Motion approved

President-Elect Harrelson thanked her committee for the work they put in on these policies.

GEC – Senator Graves

The committee did not meet. 4 of the verifications where more information was needed have been received.

New Business – No new business.

Old Business – Continued discussion on Early Tenure and Promotion.

President Grupe said it may be necessary to disentangle early tenure and early promotion because it may be two different things. You want to give people a chance to develop for tenure in becoming a good teacher which you do over the course of five years. Some bigger universities focus on research which is not teaching heavy. This brings in money for the university and if you do this the university no longer focuses on your teaching and gives you early tenure.

President Grupe feels early promotion would give people encouragement to go up for full professor early because they have established that they can teach, that they have scholarly activity and are busy in service.

President Grupe asked if the Evaluation or Academic Issues committees should look into this further in the fall semester.

Senator T. Hare –He questioned how to attract and keep better faculty at MSU. The idea of accelerated tenure and promotion is a component of this. He feels expanding this discussion would benefit MSU. President Grupe said this would start with simple steps such as help with moving expenses. Another concern is how much faculty are given as a start-up package at MSU.

Senator Finch said she feels all these things are entwined and it certainly deserve a second look in the fall. It is all about incentivizing new hires so they want to stay at MSU.

Regent Adams said we do not have a good climate just yet, we have good people but workers are not supported. We need to uplift overall to attract the type of candidates we want.

Senator Finch said we now have trained members in each college that are offering trainings on diversity and welcoming diversity. This will not solve the problem but hopefully it is a small step in creating a campus environment that provides a sense of welcoming.

President Grupe said it comes down to money. The salaries that MSU offer are not competitive.

Senator Tuerk mentioned that if you raise the starting salaries, you create the compression tension that exists within departments. This seems to be a loop that is unable to be corrected.

Next scheduled meeting – June 10, 2021

Meeting adjourned at 6:25 p.m.