

2021-2022 Morehead State University Faculty Senate Minutes
Thursday, August 19, 2021 – 3:45 pm
WebEx meeting

Call to order 3:45 pm

Senators: J.T. Blackledge, Robert Boram, Nettie Brock, Nathania Bush, Doug Chatham, Steve Chen, Pamela Colyer, DuWayne Dale*, Joe Dunman, David Eisenhour, Heba Elgazzar, Jeff Fannin, Julia Finch, Dirk Grupe, Timothy Hare, President Patricia Harrelson, Ahmad Hassan, Alison Hruby, Amber Hughes, Lloyd Jaisingh, Kouroush Jenab, Nilesh Joshi, Jeannie Justice, Katie Kaufman, Tom Kiffmeyer, Euijin Kim, Tom Kmetz, President-Elect David Long, Ron Morrison, Roma Prindle, Sherif Rashad, Allen Risk, Kim Sharp, Sherry Stultz, Vijay Subramaniam, Karen Taylor, Wesley White

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

Faculty Regent: Annie Adams

Provost Antony Norman, SC Chair David Flora, SGA Exec. Vice President Ethan Wells

Guest: Lesia Lennex

Call to Order

Approval of Faculty Senate Minutes from August 16, 2021 meetings (x 2)

Motion to approve the minutes for final meeting of 2020/21, first meeting of 2021/22

Minutes approved

Announcements (all announcements posted on the FS Bb shell)

Attendance – (Dr. Norman’s email) It is crucial for students receiving financial aid that faculty track attendance for the first 2 weeks of classes.

Pandemic – Please refer to Healthy@MSU webpage for the latest guidance and use the Covid-19 hotline as needed.

FS Pictures – Please send individual pictures to Communications Officer (Senator Grupe) by September 2, since there will be no group picture due to Covid. Please schedule an appointment with Tim Holbrook (t.holbrook@moreheadstate) if you need a photo taken.

President’s Report – President Morgan

President Morgan is unable to attend today’s meeting. No report.

Provost Report – Provost Norman

Provost Norman feels MSU is off to a good start for the fall semester.

New Programs – Provost Norman said they are in the preliminary stages of discussing with the deans ideas for new programs. FS can expect to hear more information on this at a later date.

Question – Senator Morrison questioned if it was a University policy that faculty not question a student’s vaccination status. Provost Norman replied that this was personal health information and should not be questioned.

Faculty Regent Report - Regent Adams

The BOR met this morning in person.

What concerned people the most was the raise President Morgan spoke of at convocation. The raise has been approved. Every person employed at MSU who is making under \$10/per hour will be moved up to \$10/per hour. In addition, persons employed continuously since September 2020 will receive a \$400 increase to their base pay. If said persons have been employed since September 2019, there will be an extra \$200 increase added to their base pay.

There was a change to the BOR by-laws to deal with MSU’s debt policy. The BOR will now monitor their debt with Moody’s Financial Metrics Ratio. Cash on hand is no longer a significant part of the metric.

President Morgan highlighted that this is the second attempt to raise employee salaries. He feels this will take multiple attempts to move forward. The BOR did discussed MSU’s ability to keep and retain employees and President Morgan did address that pay was the significant factor.

Student Code of Conduct – There was a revision to the Student Code of Conduct.

Juneteenth – MSU will now recognize Juneteenth as a National holiday.

Emergency Operations – Regent Adams said MSU currently has a flu pandemic plan. She asked in advance of the BOR meeting if the word flu could be removed since we are 16 months into a Covid pandemic. No action was taken to update/rename the flu pandemic plan.

President Morgan mentioned things he will be focusing on for the year:

- Push to be in the top 15
- QEP
- Update to website and branding
- Move to area high schools for recruiting
- Employee salaries
- Desire to create 1 to 2 new programs
- Recapture student retention
- Celebrate our fundraising

Question – Senator Sharp asked when the raise will go into effect. Regent Adams said the employee raises should start in September.

Question – Senator Grupe asked what happened to the \$500 faculty were to receive for recruiting. Regent Adams said she did not know and it was not discussed at the BOR meeting.

Question – Senator Hare asked if there was there any discussion on using the existing compensation policies. Regent Adams said no. She said the president was trying to get faculty up to certain base levels. President Morgan is committed to making incremental moves in order to address salaries to get them to some type of benchmark.

Senator Hare questioned why people were working so hard when merit pay was not being considered. President Harrelson said this was a questions that the FS EC could address with the president and provost.

Staff Congress Report – SC Chair Flora

Chair Flora said Staff Congress met on July 6. Some of the points of business discussed were:

UAR 324 – Regarding staff compensation and staff raises. Discussions ongoing with Mary Fister Tucker.

Elimination of fees for staff taking classes. Staff are questioning if the REC fee can be removed.

Benefits and compensation are continuing to work with the staff survey.

Bariatric Surgery – there have been continuing questions regarding whether or not insurance can cover bariatric surgery. Negotiations are ongoing with MSU's insurance carrier to see if this could be added to coverage.

President Morgan has proposed a change to PG 48, which governs the accrual of vacation days for staff. Currently the cap of vacation time is 225 hours. The president is proposing that the cap be lifted so staff can accrue additional hours. At the end of the fiscal year the cap would return to 225 hours. SC voted to move this to Benefits and Compensation for further discussion.

Staff Congress next scheduled meeting is September 6.

Question – Regent Adams - Mary Fister Tucker said MSU was looking at benefits and they would be hiring an external consultant. Was the SC EC told who the external consultant was and how much money the institution would be paying the consultant? Chair Flora said no information was provided.

SGA Report – Ethan Wells

SGA efforts are focused on getting the new senate elected. EagleFest was held last night and there were over 50 people who signed up expressing their interest in running.

FS Executive Council – President Harrelson

There was a discussion at the July FS meeting regarding the results of the climate survey that was completed at the end of the spring 20/21 semester. The EC has discussed this and wanted to question senate whether or not to present the findings to the BOR. President Harrelson said they would need to entertain a motion to have the results go through the appropriate channels. Guest Lesia Lennex said that she would highly encourage sharing the results and executive summary with the BOR. President Harrelson said the results of the survey were located on the Bb page for FS.

Question – Senator Hare said he would like to ask Faculty Regent Adams and a previous faculty regent how they feel the BOR would interpret or react to the results of the survey. Regent Adams said she did not know what they would do with the results, but she does know the BOR gets information regarding

faculty and staff, usually what the president brings forward. It has been suggested in the past that the BOR does not know much about faculty. She feels the results would be helpful in letting the BOR know how things are running. The survey is a well-rounded instrument that highlights what is working on campus and what areas need improvement.

Wesley White – One big problem with the survey was there was only a 33% return rate and was probably not a representative survey. He feels the BOR is going to either ignore the survey or take it seriously. He thinks it is more important that the president, provost, deans and chairs see this information since they are the ones who can make the changes necessary for improvement.

President Harrelson said the survey was presented to the provost and president. President Morgan said he would refer to the provost. Senator Grupe said he felt it was more relevant to have discussions with the president regarding survey results. Provost Norman said he was still open to receiving a summary of the findings. Guest Lesia Lennex said President Grupe sent Provost Norman a full summary, but she would be happy to re-send the summary through President Harrelson. Provost Norman apologized if the email had been overlooked.

Motion to move the climate survey results to the BOR for presentation

Motion approved

President Harrelson shared that she would be stepping down after today's meeting as FS President for medical reasons. She said she has full confidence that President-Elect Long will be able to take over her role for the remainder of the 21/22 year.

President Harrelson spoke with Senator Chatham and they have developed a plan of action to elect a representative from the COE to serve on EC. COE and library senators were asked to go to a breakout room to decide nominees. COE chose to nominate Lesia Lennex.

Vote was taken to accept Lesia Lennex as COE representative on EC

Approved

President Harrelson reminded FS if they have any requests for sub-committee assignments on FS, please forward those requests to Senator Finch by Monday, August 30.

Based on the FS Constitution, since President Harrelson is stepping down, President-Elect Long will complete the remainder of the term. A President-Elect Pro Tempore will need to be elected. This position will be a one-year term and will not automatically roll into FS president. President Harrelson created a poll to elect President-Elect Pro Tempore from the remaining FS EC members.

Vote was taken to accept Senator Finch as President-Elect Pro Tempore.

Approved

Academic Issues Report – Senator Jenab

No report

Evaluation Report – Senator Long (To be replaced by Senator Lesia Lennex)

No report

Faculty Welfare and Concerns – Senator Kaufman

No report

Governance Report – Senator Finch

Please send preferences for sub-committee assignment by Monday, August 30. Senators will need to reserve 3:45 p.m., on Thursdays for sub-committee meetings.

Senator Finch is still in the process of sending out letters to standing committee members.

New Business

Senator Finch said MSU has partnered with the National Coalition Building Institute to become one of their campus affiliates. Diversity Equity and Inclusion has been working with this along with Dr. Caroline Atkins. If anyone is interested in hosting diversity training in their department or college, please contact your college ambassador, Senator Finch or Caroline Atkins for more information.

Old Business

Faculty Welfare and Concerns Committee presented an ad-hoc committee approved by FS the first of April to look at how faculty workloads are calculated (UAR 136 and PAc 29). Based on the FS Constitution, an ad-hoc committee is only allowed to operate through the FS year. Their year ended with the closing meeting of FS on August 12. President Harrelson presented the current structure that was approved last April to the FS to see if FS would like to ask this ad-hoc committee to continue their work. President Harrelson suggested Faculty Welfare and Concerns committee take a look at the ad-hoc committee next week, check with the current membership to see if they want to continue and revise the ad-hoc committee to make it more a more feasible timeline and make sure that membership is still willing to be a part of this.

Motion made to have the ad-hoc committee continue their work and present that work to FS at the next meeting on September 2.

Motion approved

Next Scheduled Meeting – September 2, 3:45 p.m.

Meeting adjourned at 5:00 p.m.