

2020-2021 Morehead State University Faculty Senate Minutes
Thursday, July 15, 2021 – 3:45 pm
WebEx Meeting

Call to order 3:45 pm

Senators: Doug Chatham, Julia Finch, Mark Graves, Dirk Grupe, Timothy Hare, Patricia Harrelson, Ahmad Hassan, Lenore Justice, Tom Kmetz, Lesia Lennex, Roma Prindle, Sherif Rashad, Kim Sharp, Sherry Stultz

Faculty Regent: Annie Adams

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

Call to Order

Approval of Faculty Senate Minutes from May 6, 2021 Meeting:

Motion: To approve the minutes as presented

Vote: Minutes approved

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

Convocation will be August 11, at 8:30 a.m., in ADUC. The convocation will be held in person.

Student move-in will begin on August 8, general move-in will be August 11-14.

Classes will begin on August 16.

President's Report – President Morgan

Unable to attend. No report.

Provost Report –Dr. Antony Norman.

Provost Norman thanked FS for the opportunity to attend today's meeting.

President Grupe, President-Elect Harrelson and Provost Norman met Monday, July 12, to discuss the closing of this year and unfinished business. Provost Norman said he has been reviewing FS materials and will get back with President Grupe to say where he thinks these items stand and where they need to go next.

Provost Norman had a productive meeting with President-Elect Harrelson and President Morgan. Provost Norman plans to meet with President-Elect Harrelson again closer to the beginning of the semester when President Grupe finishes his tenure and President-Elect Harrelson begins hers.

Provost Norman said it was an honor to be in his position, that he has much to learn and he would appreciate people's patience as he begins this journey. President Morgan feels there has been a lack of longevity in the provost office that has kept some things from moving forward. His hope is Provost Norman will stay in the position long-term. Provost Norman wants the faculty and staff to continue to have confidence that he is representing them and their academic needs well.

President Morgan informed President-Elect Harrelson that Provost Norman will be the liaison for the president's team for FS. He asked President-Elect Harrelson to pass along to Provost Norman any concerns FS may have.

Faculty Regent Report – Annie Adams

Quarterly meeting agenda book from 6/17/21 is available on the website. The agenda book for the audit committee is also available on the website. A hardcopy of the personnel roster for 2021/22 is available in the library.

President Morgan sent out email with information on June 17, titled Employee Communication. The president's email covered a lot of important points but Regent Adams wants to address specific questions asked of her regarding tuition increases, stimulus funds and budget, organizational charts and compensation/pay raises.

Tuition Increase – MSU will have a tuition increase of 1.25%. CPE announced the rate of change as a 1.9% increase. The difference is an increase in MSU's facility fee. Added together this is a 1.9% increase.

Stimulus Funds and Budget – If you look at the audit book the stimulus funds have continued to be used to offset cost. Regent Adams asked during the BOR meeting how our finances would be without the stimulus funds. President Morgan was very clear that MSU would have been solid without the federal aid. He was very confident that the work he had done with debt refinancing had put MSU in a great position without the CARES Act. Per Mary Fister Tucker, the most recent debt restructuring has allowed MSU to reduce their debt by \$988,000.

Organizational Charts – Regent Adams noted that the organizational charts that were reflected in the agenda book were not up to date. There had been changes solidified that were not recorded in the agenda book. Regent Adams asked President Morgan if there would be a review of the organizational chart? President's 6/11/21 email response below:

The organizational chart in your Board packet is provided circa late May and is based on known moves/changes at that point – this is consistent with what we have done in the past. There is typically a time gap between late May development and throughout the summer as transitions take place on campus, people retire/leave, are hired, shifted, etc. – and that slightly changes the organizational chart every few months. This would hold true of any annual window and budget cycle.

Regent Adams thinks it would be helpful for FS to discuss organizations, particularly as Provost Norman is beginning his role and FS is working collaboratively with him.

Compensation/Pay Raises – The compression piece of the President's compensation plan can be found on page 113 of the Quarterly Agenda Book. The specifics, as outlined in the agenda book, contain notable exceptions.

Exception 1 – Full professors were considered in the plan, but the parameters of inclusion privilege longevity over rank. A decision was made that there would be a five-year window and that would limit the number of full faculty who could be considered as suffering from inversion while privileging time served at the institution over time in rank.

Exception 2 – Faculty were initially told there would be a \$100,000 pool. That pool was then increased to \$200,000, per the president. If you look at the actual agenda book, it specifically states that the actual figure is \$40,000 plus fringe. Clarification for the discrepancy was offered on the BOR floor. The \$40,000 excludes the Department of Nursing, but this does not mean that Nursing did not get any funds. According to the president, Nursing is an exception because there are severe market pressures and difficulty in getting people to stay in the profession. The Personnel Roster that the BOR voted on contains some of the changes that are occurring for Nursing. The president said the total pool for Nursing would be \$102,000 plus associated fringe. The total compression piece numbers are \$160,000-\$170,000.

The BOR agenda book listed approval of the roster and the budget before the approval of the President's "Compensation Plan to Address Faculty Inversion." The BOR was being asked to approve the consequence of the compensation plan before approving the compensation plan itself. Regent Adams voiced her concern over the vote sequence. She asked other BOR members to provide guidance for effective communication since this was not the first time she was unable to ensure clarity and precision before a BOR vote.

Mid-Year Raises – Mary Fister Tucker noted that there is a pool of \$350,000 set aside for mid-year raises in October. President Morgan said the priority for raises was to bring the lowest-paid employees up to a certain threshold. The President said no criteria or guidelines to determine allocation have been made yet because he needs to run numbers.

Housing Stipend - The BOR is pleased with President Morgan's performance and most members wish to revisit his compensation package. The president's contract includes a stipend for housing and in 2019 the president declined to accept the housing stipend. The BORs are concerned about this and feel the president has given himself a pay cut by not taking the stipend. The BOR would like to strongly encourage the president to take the housing allowance. The monthly stipend is roughly \$2,800 per month and some members of the BOR are concerned that this amount may not cover housing in Morehead. The BOR would like to revisit the amount of the housing stipend at a later date.

Questions/Discussions:

Kim Sharp – Feels the BOR does not have any empathy for faculty in the ranks of full professor. Senator Sharp said that for faculty going from associate to full professor, those individuals received a \$6,000 increase. She feels this is very damaging to faculty morale and is structurally and ethically unethical for MSU to give a raise like this without addressing those who have already gone up for full professor and received it. If an associate professor receives this increase it means they will be making more than full professors who went up for promotion years earlier. Inversion is not being addressed at the full professor level and MSU is not treating every faculty member accordingly.

Timothy Hare – Increasing the amount of salary bonus for faculty going up for full professor is great and should have been done long ago. There needs to be appropriate raises done with these changes in order to provide the appropriate incentives. There is a lack of understanding on the part of the president as to how people will feel about this and a lack of communication and transparency on how to deal with this.

Senator Sharp – Another angle is how this will affect faculty retirement. An associate professor who receives the \$6,000 increase will have a better retirement even though Senator Sharp has been in rank longer.

Staff Congress Report – SC President David Flora

Staff Congress met on July 6. President Morgan attended the meeting to discuss the date for convocation and his hopes for a more normal fall semester. There was a motion to explore the creation of a fund to help staff defray the cost of continuing education, such as books, supplies, fees, etc. The motion will be put before the Benefits and Compensation Committee at a later date.

Another discussion was the 7.5 clause in UAR 324. The UAR states that upon promotion or reclassification to a higher graded position, an employee's new rate of pay will be the entry level of the new grade or 7.5% more than his or her salary, whichever is greater. The president believes the 7.5% increase leads to salary compression and introduces budget uncertainty. The 7.5% increase has been frozen for 2 years and the president asked that they continue to have a freeze on the increase for the next fiscal year. This will give Benefits and Compensation a chance to revisit this and write an acceptable UAR.

Question:

Regent Adams – Will there be discussion on the fact that freezing the UAR does not necessarily do one of the side effects that the president previously decided was a good idea? The reason for freezing the UAR was to keep salaries somewhat low but since the UAR has been frozen, roughly 28% of staff that have been moved have been brought in over market. Freezing the UAR has actually caused an increase in wages. President Flora said he will be meeting with Caroline Atkins and Mary Fister Tucker next week to discuss what is involved in the UAR.

SGA – Ethan Wells

Mr. Wells will be taking over the position as SGA Executive Vice President this year. One of the major goals of SGA will be to bridge the gap between students and faculty. His hope is that SGA can help faculty achieve their goals for the coming year. If faculty have any concerns, they can reach out to Mr. Wells at ef.wells@moreheadstate.edu.

Discussion:

Senator Finch wanted to thank Staff Congress President Flora and SGA Representative Ethan Wells for attending today's meeting. She will be reaching out to Mr. Wells regarding student membership on standing committees that need populated.

Executive Council – FS President Grupe

The Campus Climate Survey was completed in May. Dr. Sue Tallichet and Senator Lennex have been asked to give a report on the results of the survey. An executive summary of the report was sent to all FS members and is also available on the website. The full report is available upon request.

Dr. Tallichet – The climate survey was initiated by a joint ad hoc committee of Faculty Senate and Staff Congress in November of 2019. The survey did have IRB approval. It is important to note that the survey

was mainly a faculty survey. There were some staff and administrators who were routed into certain sections of the survey. There was a 33% response rate to the survey.

Dr. Tallichet and Senator Lennex tried to accentuate the positives and negatives of the survey. There hope was to use the positives to address the negatives.

Section 1

Positive

Most respondents said:

They understood their role at MSU;

The understood the mission of MSU;

Had adequate training;

Felt they had productive interactions with co-workers, supervisors and colleagues in other areas;

About 2/3 of respondents said they could disagree with their supervisors without fearing any intimidation or reprisals;

Respondents were split over their satisfaction with having adequate resources to do their jobs;

Respondents were split over an adequate communication of policy, benefit and employment related information;

Respondents were split over whether the workload was evenly distributed within their unit.

Negative

Greatest source of dissatisfaction was over compensation;

Filling vacancies in a timely manner and having enough people in the work area to accomplish tasks;

40% of the respondents disagreed that MSU is heading in an upward direction, 30% were unsure and 30% said MSU is not headed in an upward direction.

Section II

Positive

70% agreed that their chair or associate dean was candid with them, communicates with them, listens to their concerns and makes sure they have the resources, information, authority and support needed to perform their job duties. 20-25% disagreed with the type of relationship they had with their chair or associate dean.

2/3 said their chair and associate deans did a good job of planning with 20-25% disagreeing with this statement.

1/2 of respondents agreed that their chair or associate dean had a clear vision for their unit and was accountable and assured accountability for others and advocates for faculty/staff needs in their area. Almost 1/3 of the faculty respondents disagreed with this statement.

43% of faculty agree that their chair or associate dean's have long range vision and plans beyond year to year operations. About 1/3 of respondents disagree with this statement.

Faculty Response towards Deans

2/3 of faculty said their dean communicates with them in a timely manner.

1/2 of faculty agreed that their dean is candid, listens attentively and with empathy to concerns expressed by others and fosters an open and honest environment.

Over ½ of the faculty respondents said they rarely had contact with their dean. 1/3 said they had monthly contact with their dean. Therefore, faculty respondents have little knowledge of what the deans actually do. This was even more noticeable in the faculty responses regarding the provost. Faculty do not know what these people do!

On a positive note, faculty respondents said they do think the provost listens to some extent and communicates fairly well.

More than 1/3 of faculty disagree with the provost office on the effective hiring of faculty and staff.

Section III

Respondents overwhelmingly agreed to some extent that their work at MSU is important and like the people they work with. 2/3 of respondents said they look forward to coming to work.

48% said they feel their work at MSU is valued and 44% said no, they do not feel like their work is valued.

Respondents were also evenly split when it came to agreeing or disagreeing about whether they would recommend MSU as an employer to their family and friends.

Section IV

Open-ended questions

What do you appreciate most about working for MSU?

Faculty commitment to teaching and student learning;

Faculty and staff commitment to shared governance, academic freedom and flexibility in their faculty position along with supportive staff and supervisors.

What would make MSU a better place to work?

Increased salaries for faculty and staff;

Hire more support staff and tenure-track faculty;

Improve shared governance by increasing administrative transparency and faculty and staff input into decision making that would impact their working lives;

Communication between the administration and faculty/staff is poor;

Some people enjoy special treatment at the expense of others. This speaks to policy being applied evenly across campus for everyone who works at MSU;

MSU lacks and therefore needs some vision and long-range planning.

Briefly describe over the past 3 years revisions to MSU policies and procedures that have impacted you.

Policies currently in place are not being followed to the detriment of faculty and staff and their selective use has resulted in the departure of contributing and vital faculty and staff. Failures of proper policy implementation have created more work and put greater pressure on those employees willing to go the extra distance to see that goals are met;

Fractionalization of staff and hiring of VAPs. Adding to staff members workloads due to fractionalization has been very destructive to their units. Promise made to VAPs regarding being offered tenured-track positions was broken.

Describe a time where you felt valued at MSU.

Faculty felt valued when they received positive feedback from supervisors when they had done extra work;

When they received awards or some other form of recognition for service;

When students voice their appreciation in either student evaluations or some other manner;

When they received their last salary raise or when they were first hired.

Describe a time that you did not feel valued at MSU.

Did not feel valued during the furlough;

Upon receipt of every paycheck;

When being given more responsibility for the same compensation;

Working in an unhealthy and unrepaired building;

When not being asked for input in decisions about resources and planning that affects them;

Do not feel valued every day;

As members of FS, they feel ignored and devalued by the administration.

List 3 to 5 words that represent your perspective of MSU.

Overworked

Austerity

family

Academics

Struggling

List 1 word that is your top descriptor of MSU.

Family

Opportunity

Potential

Tired

Summary and Recommendations

According to the results, the greatest source of dissatisfaction was compensation, followed closely by lack of adequate faculty and lack of shared governance.

Faculty Senate should be involved in long-term planning such as budgets, compensation and hiring and retention of tenure-track faculty.

Faculty value their students and colleagues, but the lack of shared governance leads to a rudderless and shambolic institution that leaves faculty disparagingly exhausted.

Faculty are ready and willing to work with administrators on shared governance.

President Grupe thanked Dr. Tallichet and Senator Lennex for their work on the climate survey.

Question

Senator Sharp asked if the BOR would receive a copy of the executive summary? Senator Lennex said it is up to FS if they want to share the executive summary with the BOR. President Grupe said he would like to meet with President Morgan regarding the results of the survey within the next few weeks.

Committee Reports:

Academic Issues – Anthony Dotson

Unable to attend. No report.

Evaluations – Kouroush Jenab

Unable to attend. No report.

Governance – Julia Finch

Report on the election for each of the four colleges for Rights and Responsibilities Committee. The election results were reported on May 17. The new faculty members are listed below:

Royal Berglee – Caudill College of Arts, Humanities and Social Sciences

Julia Hypes – School of Business Administration

Lesia Lennex – Volgenau College of Education

Jennifer Birriel – College of Science

Doug Chatham has agreed to serve as an at large member on Rights and Responsibilities Committee for 2021-2023.

Student Discipline Committee – Michael Hypes

Service Committee – Lucinda Ward and Kim Fatten

Undergraduate Curriculum Committee – Julia Hypes and Sherry Stultz

University Graduate Committee – Chris Miller and Jon Musgrave

(Chris Miller is not eligible to serve on a standing committee. Senator Finch will find another candidate from COE for the University Graduate Committee)

Dirk Grupe will serve as Communications Officer for FS.

Gilbert Remillard will complete Brent Rogers term on FS.

The slate of committee members was approved.

Senator Lennex will prepare the list of committee members to be added to the webpage.

Faculty Welfare and Concerns – President-Elect Patricia Harrelson

Committee has not met. President Grupe and President-Elect Harrelson met with Provost Norman on Monday, July 12, and did bring to his attention several PACs that are still unresolved.

GEC – Mark Graves

No report

New Business – No new business.

Old Business – No old business.

Next scheduled meeting – TBA

Meeting ajourned – 5:15 p.m.