

Communications Report of the Faculty Senate meeting on 2021-September-02

Written by Communications Officer Dr. Dirk Grupe

1. **Meeting start:** 15:45/3:45 PM
2. President Long started by introducing himself to the new senators and explaining again the situation, while he became president already on the August 19 meeting. He also ask everybody to bare with him. He expected this year to be a learning "on the job" and learn the process will being president-elect, but here we are. President Long also ask our Parliamentarian Doug Chatham if he could keep an eye on Roberts Rules while he is running the meeting.
3. **Approval of the Minutes** of the August 19, 2021 meeting: Motion to approve the minutes by Senator Sharp, Second by Senator Grupe, motion passed.
4. Announcements:
 - President Long continued with his introduction saying that he has been at Morehead State now for 6 or 7 year now and that he works between the Colleges of Education and Science. He thinks that we have a very good Senate Executive Council. He mentioned all the challenges we all head over the last one and a half years and that he wants to set a positive tone between the different groups on campus, faculty, staff, administration, and students. We may not always agree on everything, but we all work together for a common good. He did applause President Morgan for trying to improve the vaccination rate on campus. He also praised the students for having very good mask compliance.
 - **Search for new Faculty Senate ADS:** Unfortunately our current Faculty Senate ADS Brenda Dehard had to resign because she will have surgery in her hand and she will not be able to perform her duties as ADS for several months. If you know of any good candidate to replace Brenda, please let President Long know. We need a nomination fairly quickly. We all would like to think Brenda for being our ADS over the last year. She did an awesome job keeping very precise minutes of all of out meetings.
 - **Photos for Faculty Senate Webpage:** We need to update our webpage with the photo gallery of the new 2021/22 Faculty Senate. Please send your photo to Communications Officer Dirk Grupe by September 10. Otherwise your missing photo will be substituted by pictures of Star Wars or Star Trek characters.
5. **Presidents Report:** President Morgan congratulated Senate President Long to his new role, thrown into the deep end. Dr, Morgan welcomed the new senate back into session for the year. He mentioned that the MSU Live-stream from the previous day was recorded except the beginning. After being two and half weeks into the semester things seem to be going quite smoothly. Some students dropped out and the University is in the process to convince them to come back. President Morgan is pleased that most people on campus

do follow the mask mandate. The University is also making a push for getting a higher vaccination rate among employees and students. The goal is to reach 75-80% vaccination by the end of September. The University will have drawing for prizes for all folks who send in photos of their vaccination card. President Morgan then continued with the new compensation plan that will give employees who have been here since 2020 a \$400 base pay raise and an additional \$200 if employees have been here since 2019. This should go into effect October 16. He is also optimistic that there might be another raise some time in the Spring, but he wants to get the Fall behind first, but he stressed that he is prioritizing base salary increases. President Morgan thanks everybody again for getting this semester up and going.

Questions for Dr. Morgan:

- Senator Tom Kmetz ask the president about salary increases for librarians. He pointed out the discrepancy between faculty and librarians. He showed several slides starting with the AAUP definition of librarians as faculty, which can be found here: <https://www.aaup.org/report/joint-statement-faculty-status-college-and-universit> Senator Kmetz also thanks the previous 2020/21 senate for their revision of PAc 31 that defines the roles of librarians. The main sentence here is: *The function of the librarian as participant in the processes of teaching, research, and service is the essential criterion of faculty status.* Senator Kmetz the presented a slides that showed the salary increases of recent faculty who got tenure over the last two years and a slide that compared previous salary increases of librarians in the past. While all these were substantially larger, most recently librarian Dieter Ulrich only received \$2000 for his promotion. The question for President Morgan were:
 - (a) Will the senate-approved PAc-31 be taken to the BOR with presidential backing?
 - (b) Is Dieter Ulrich's salary increase just a mistake that needs to be corrected? If not, why?

President Morgan said that he had not all the information, but that if the librarians would like to obtain faculty status which is EEO2 status, this will require some broader policy work. In order to be considered "faculty", a person has to at least teach 50% of the teaching load of a full-time faculty, meaning 6 credit hours per semester or cumulative 12 credit hours per year. If somebody teaches less than that they are categorized as staff. So, if a librarian teaches $\geq 50\%$ in-load than this librarian can be categorized as faculty. President Morgan explained that he does not think that at this point classifying all librarians as faculty does not work without having major policy changes in place. Regarding the second question President Morgan felt uncomfortable talking about a single person here. He recommended that this should be a conversation between the individual and the provost or him. However, as Senator Kmetz pointed out this is not so much about the status, it is about the raises that have been previously grated to librarians. The library just hired two new librarians and he can now go back to them and tell them all that they will be getting for a promotion after working hard is \$2000. It is a fair treatment issue. Senator Kmetz also ask the president why the individual who is considered to be still is represented by two members on faculty senate. Senator Kmetz also pointed out that it is not only the AAUP definition of librarians being faculty, but also SACS-COC that is

demanding faculty status for librarians since the 1980s. President Morgan said that if this is the case then the University needs to change a number of policies, but these changes will be complicated. Senator Kmetz also mentioned that none of the other regional Universities in Kentucky have this status problem with librarians. Senate President Long after this long discussion suggested that this is a seed for a much longer conversation and he thanked the President for addressing senator Kmetz questions. But in order to keep moving, he suggests that we will have further discussions on this on the EC.

- Senator Grupe thanked Dr. Morgan for being here today and for taking the initiative on the compensation plans. However, Senator Grupe asked the President what his stand is on merit pay raises which would promote those who put a lot of work and effort into their jobs. Dr. Morgan responded by saying that he has heard arguments from both sides, even some people arguing for going fully with merit pay raises. However, Dr. Morgan is missing some kind of consistency. Dr. Morgan referred to President Long to have further discussions about the compensation plans. Dr. Long thanked President Morgan for his response and said that we can quickly have a survey among the faculty to see what their general opinion on this issue is. After that we could have a more informed conversation about it.
- Regent Adams asked for a clarification regarding the EEO2 definition of faculty that faculty means having a half teaching load. Following that definition, can we assume that deans, associate deans, associate provost and the provost are not faculty and are staff instead. Dr. Morgan clarified that everybody who is associate dean or below (like department chairs) is considered to be faculty, everybody above that line is considered to be O-1 staff. A good example is the provost and his own position as president. Both hold faculty status of being full professors, however because both are not teaching, they are classified as staff. Regent Adams thanked President Morgan for the clarification.

Faculty Senate President Dr. Long thanked Dr. Morgan again for being here and stressed that it is good to have hard discussions in order to improve what we are doing and moving the University forward.

6. **Provost Report:** (Dr. Norman): Provost Norman congratulated President Long to his new role as Senate president and thanked him for stepping up into this role in particular on this short notice. Dr. Norman will be meeting with President Long next week and then it is planned to have a meeting with the Executive Council shortly after that. Dr. Norman said that he is looking into the possibility of faculty submitting their portfolios electronically using Blackboard. He is also in contact with Bernadette (Barton) who looked at electronic portfolios last year. We probably will have some transition phase where older faculty could still use the binders but newer faculty would switch to the online/electronic format. Dr. Norman mentioned that he is trying to send out a weekly email from the provost's office that has everything for that week in one place instead of sending out multiple emails. He has received some positive feedback on this already. Dr. Norman also encourages everybody to send him information from the academic affair's side that should go out to the entire campus. The next weekly email is scheduled for tomorrow (Sep. 03).

Provost Norman then mentioned that the administration is listening to the campus community regarding concerns about COVID-19 and COVID mitigation. The focus is on precaution like changing of venue of how many people can come to campus. The administration is paying attention to the CDC guidelines. Dr. Norman also reminded everybody about the new instructional grants for courses of up to \$2000. The deadline for these proposals is September 10. Laurie Couch has reached out to the Academic Issues committee to discuss issues of double dipping of students to obtain multiple degrees, because there is some overlap. Dr. Norman then thanked all faculty for doing a great job with the student attendance tracking. While in the past the faculty participation was of the order of 60%, with the new system this semester the response rate was 97%! Because of this excellent rate the burden that other entities on campus, like financial aid had to do to track down attendance, was minimized.

Questions for the provost:

- Senator Lennex: Regarding the COVID planning meetings, are you planning to invite President Long to these meetings? Dr. Norman said that these would be VP meetings, but he is open to hear of ideas and conversations from Dr. Long. The committee will not make decisions, but will rather assess the current situation. Dr. Norman has already contacted all the deans to ask their faculty of the series of events that they have planned. Dr. Lennex reminded the provost that we need to have faculty representation in decision making.
- Senator Brock: She said that she did her portfolio last year electronically and she was wondering if there is anybody she could talk to about what went well and what the tenure committee did not like about the process. Dr. Norman encouraged her to reach out to David Flora and Bernadette Barton.
- Senator Hatfield (via chat): Can those who have been recovered from COVID-19 can be counted in the 80% vaccination goal of the University? Provost Norman said that this is a hot political topic, but said that the focus is on the vaccine side of things. Provost Norman mentioned that he got COVID-19 in Spring, but he still got vaccinated. Being vaccinated also means we do have a record, which recovering from COVID we do not have.
- Senator Lennex: She requested a complete list of faculty categorized by tenure/tenure-track faculty, VAPs, instructors, etc. Provost Norman said he will look into this request.

President Long thanked the provost again and said that if there are any further questions send them to him by email and he will bring them up during his meeting with the provost.

7. **Regent Report** (Dr. Adams): Regent Adams said that the last BOR meeting was two weeks ago and she had given a report on that meeting already during the last senate meeting. She then mentioned that COSFL, the Coalition of Senates and Faculty Leadership, had to put forward three names to Governor Beshear to serve on the CPE board and that Senator Lennex was one of the persons who was nominated for that position.
8. **Staff Congress Report** (David Flora): No report, the next staff congress meeting will on Tuesday September 07.

9. **SGA Report** (Ethan Wells): SGA met last week. Senate elections are coming up next week, so they currently have a campaign season. In the last couple of weeks SGA had an emphasis on their strategic planning for the year and what kind of initiatives they would like to see in the upcoming year. What they are looking for are for example, ensuring access to proper resources, like counseling and offering vaccines on campus. Second is helping freshmen, because COVID has made things quite difficult for incoming students. Also Ethan mentioned a focus on diversity, equity and inclusion by revamping a diversity and inclusion committee.

10. **Executive Council Report:** (President Long):

- We were prompted by COSFL to put forward a vaccine mandate across all public universities. President Long put together a snap poll this week with just the question of if you are in favor of a vaccine mandate or not. We had 193 responses of which 150 (77%) responses are supporting a vaccine mandate and 43 objecting such a mandate. President Long thanks faculty for responding so quickly and in such a high number. He will report this back to COSFL that the majority of our faculty is in favor of a vaccine mandate.
- Consistency of promotion and tenure for prior service. President Long asked Senator Jenab to speak about this issue. Senator Jenab said that this came up last year to have a fast clock for tenure and promotion. Senator Chatham at the time provided documentation how this is handled at other universities in Kentucky, like ECU, WKU, and UK, who all have this in their faculty manual. We need to continue with this discussion how we can proceed. President Long also mentioned his own story that when he came to this University with already 5 years of teaching experience and his chair was not willing to grant him any time on a shorter tenure-track.

11. **Executive Council Committee Reports:**

- **Academic Issues:** (K. Jenab): Committee met on August 26. We decided on a vice-chair, Dr. Hassan, and a secretary, Dr. Brock. We discussed the role and responsibility of the Research and Sponsored program office, what is expected from them. We were also looking into the issue of teaching modalities. Another issue was, what happens to course fees. In some colleges these fees are accounted for, but in others they are not and can be taken by the discretion of the higher administration. Senator Jenab then mentioned that he received the request by Laurie Couch to look into the double-dipping issue as mentioned by provost Norman during his report. This will be discussed at the next sub-committee meeting on September 09. Senator Taylor was wondering if this double dipping also applies to minors. The answer is yes, any combination.
- **Evaluations:** (L. Lennex): Elected to vice-chair is Tom Kmetz. The recorders will be a rotation. A couple of items are coming up. One is the FEP review. Dr. Lennex said that she has all FEP up to last summer but she requested from the provost's office all FEPs that have been approved by the provost and president since last July. The next point were supervisor evaluations which related back to the climate survey which faculty senate did in May. And finally UAR 343 regarding Animals on Campus. UARs are supposed to be presented to the chair of Evaluation who then presents it to

senate for consideration and feedback to the administration. The purpose of UAR 343 is that there are a number of animals brought to campus for different purposes, like service and emotional support animals, but also pets. Currently there are about 50 animals on campus. It was decided to postpone the discussion on the UAR to the next meeting to give senators more time to read the UAR and ask their constituents for comments. Senator Hare mentioned that there is no guidance on FEPs. Departments were ask to revise them but no input on how. Senator Lennex ask the provost to give guidance to the department chairs how the FEPs hava to be consistantly revised. Regent Adams suggested that we first need to have a definition about faculty before we can even work on an FEP.

- **Faculty Welfare & Concerns** (K. Kaufman): Senator Stephan Brigham was elected as vice chair and he will also serve as the reporter/secretary. Two items were discussed, at first PAc-29 as well as PAc-31. The discussion focused on the PAc-29, workload ad hoc committee. Senator Kaufman gave a quick overview of the purpose of this committee, that it was established by the end of the Spring semester 2021, but in order to continue its work it needs to be re-approved by the new Faculty Senate. FW&C is currently working on a new member list, because some previous members stepped down. Currently there are discussions with committee chair Kessinger to address the new member list. The other item that needs to be addressed is the timeline, becasue currently the deadline is set to October 15 which is not feasible given the amount of work that is left.
- **Governance:** (J. Finch): The committee right now is looking through committee assignments to make sure that everybody is under the committee threshold of 2 committees maximum. For example our now president long was on three committees and the Governance committee ask Senator Hassan if he would be willing to serve on the Academic appeals committee to replace senate president Long, which he agreed to. Chair Finch asked that senate would approve this assignment. Senator Grupe made a motion to approve the appointment of Senator Hassan to the Academic Appeals Committee. This was seconded by Senator Jenab, the motion passed. Senator Finch also mentioned that her committee is looking into the membership of the Student Disciplinary Committee. Governance also stull has the FYS committee on their table which will need further discussion with the new provost. There is also a request to populate a new "Level-Up" Committee. The EC and the governance committee will continue to talk with the provost about this committee to see what the status of this committee is.

Senator White brought up a discussion in the Governance committee to take merit and skills into account when filling committees. Senator Finch said that for the next Faculty Interest Survey they will not only ask for the preferences of faculty, but also what skills they might also bring to the table to support their high priority committee choices. This may also generate more interest serving on committees. Senator White suggested that as a pilot this could be first applied to the Research and Creative Production committee. Senator Grupe said that he would very much supports Senator White's recommendation. It is important to have people on a committee who are interested in the committee to make it a functional committee and not people who are uninterested and just sit around and do nothing. Like you

do not want him on the Intercollegiate Athletics committee for example. We had the same approach for the FYS committee and he highly supports this method for all the committees. Senator Finch also mentioned that this would also be great for the Governance committee to get to know new faculty and see what skill they can contribute.

12. New Business:

- Student Disciplinary Committee: We need a replacement from the College of Science for a faculty who is not active any more. Senator Finch said this needs to go through Governance and she will look into it. She will pair it with the interest survey and will give President Long a name. Senator Lennex said that the new member should come from the college of science, it is not departmental.
- There is a request for Personal Protective Equipment and in particular N95 masks. Provost Norman, who was still on the call, responded and recommended to contact the department chair who then can request this through Facilities through Kim Oatman.

13. Old Business: no old business

14. Senator Grupe moved to adjourn, actually second by Senator Jenab, motion passed. Meeting adjourned: 17:13/5:13 PM

15. The **recording of the meeting** can be found at <https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/5057770cee541039b7fa0050568c8a4b/playback>