

**Minutes of the Faculty Senate
meeting on
2021-October-21**

Senators present: J.T. Blackledge, Robert, Boram, Nettie, Brock, Doug Chatham, Pam Colyer, DuWayne Dale, David Eisenhour, Heba Elgazzar, Kimberly Fatten, Julia Finch, Timothy Hare, Ahmad Hasan, Alison Hruby, Amber Hughes, Lloyd Jasingh, Kouroush Jenab, Katelyn, Kaufman, Thomas Kmetz, Lesia Lennex, David Little, David, Long, Ronald Morrison, Roma Prindle, Sherif Rashad, Janet Ratliff, Allen Risk, Kimberlee Sharp, Shane Shope, Vijay Subramaniam, Suzanne Tallichet, Karen Taylor, Wesley White

Senators not present: Stephan Brigham; Nathania Bush, Steve Chen, Steven Crites, Dirk Grupe, Nilesh Joshi, Michael Kessinger, Thomas Kiffmeyer, Sherry Stultz

Provost: not present; Laurie Couch, proxy

Faculty Regent: Annie Adams

Staff Congress Chair: David Flora

SGA Vice-President: Ethan Wells

ADS: Susan Perry

1. **Call to order:** 15:45/3:45 PM
2. **Approval of the Minutes of the Faculty Senate Meeting from September 30th:**
 - Minutes approved as read with amendment to attendees.
 - Amendment - Kimberlee Sharp is listed as both as a guest and as a senator. She should be a senator only.
 - Why is the chat transcript at the end of the minutes? Lesia Lennex had asked in the chat for the chat to be included with the minutes.
 - Should the chat transcript be included in the minutes? Lots of discussion.
 - The EC will take this up and bring it to the next meeting as an agenda item.
3. **Announcements:**
 - Condolences from FS to the University, student body, and family of the recently deceased student, Elizabeth Kramer.
 - If anyone has any questions when we meet with the President next Tuesday, email them to David Long.
4. **President's Report:** not present/no report
5. **Provost's Report** (not present / Laurie Couch, proxy):
 - Provost acknowledges it has been a difficult week due to the death of one of our students.
 - Memorial planned by SGA: October 21st, 5:00 PM & 7:00 PM by the Bell Tower; there will be moments of silence. At 8:00 PM there will be a candle light vigil. It is open to all of campus.

- Counseling and Health Services hours have been extended to ensure everyone gets the support they need during this difficult week.
- Dean's Council revising Pac 27; revisions are at the general counsel for review; then they will come to faculty.
 - When is it going to be sent to Faculty Welfare & Concerns for review? Laurie Couch is not sure. It just went to Jane Fitzpatrick.
- Attendance tracking process for Federal Financial Aid compliance:
 - 91% compliance rate from faculty at the beginning of the semester
 - 2nd half semester did not go as well with only a 50% report rate from faculty; student financial aid was held up as a result
- What is happening with Faculty 180? A progress report is forthcoming
- Format of Promotion & Tenure Submissions: A Blackboard shell has been created to enable electronic submissions
- Faculty Senate for Teaching & Learning hosted sessions for faculty on how to help students with mental health issues.
 - Workshops for faculty mental health were requested during these sessions. These workshops should be forthcoming.
- Posters at the Capitol:
 - An in-person event will be held in Frankfort in March
 - There will be fewer slots than normal
 - Deadline to apply: December 12th

6. **Faculty Regent Report** (Annie Adams): This report is available on the Blackboard site.

- The BOR met October 15th @ 15:30 / 3:30 PM
- Guidelines for naming when a person give money to the University
- Institutional data (student numbers) latest information is on the Blackboard Site
- Health Insurance Plans: Open enrollment soon.
 - Worked with Gallagher to provide a good plan while keeping the costs where the President wanted them.
 - MSU remains self-insured
 - No premium increase for medical or dental benefits; however, the benefits will be improved.
 - Group vision and short-term disability covers will now be offered.

- Fundraising: The Foundation has almost reached the \$70million mark.
 - Of the \$27million raised, \$15million has been designated for student scholarships.
 - “Thank you” video made for donors was presented.
- A 90-second video highlighting the Space Science Center and the upcoming “trip to the moon” was presented.
- President’s report:
 - Roughly 77% of employees and 30% of students have been vaccinated
 - The Strategic Plan will be extended
 - Hope to be one of *US News & World Report* top 10-15 (public) universities in the South; this year we’re # 21
- Commentary re: focus on rankings from *US News & World Report* – Critiques of this ranking system were provided and can be found on Blackboard

7. **Staff Congress Report** (David Flora): Met virtually on October 5th @ 13:00 / 1:00 PM

- Benefits & Comp are working on the 2nd revision for 34 which outlines staff compensation for moves within the University.
 - Plan to bring it to the Congress for a vote at their next meeting
- Benefits & Comp continue to work on the staff survey and supervisor evaluation documents
- Benefits & Comp reviewing documents on how hybrid staff are compensated and evaluated
- Credentials & Elections are still working to fill the current vacancies. There are currently three vacancies.
- There was a motion to change to change the terms, chair and vice chair to President and vice President.
- Can OHR Learning Cafes be held virtually so more people can attend? OHR is looking into different formats.
- How long should it take OHR to respond to emails or phone messages? Two working days
- Can the attachment feature on pay requests be fixed so it does take up to 30 minutes to attach a document? This has been corrected.
- OHR and Kim Oatman are working to add healthy options in campus vending machines.
 - It was suggested that they also consider adding masks, gloves, and hand sanitizers to the vending machines.
- A chef from Aramark will be doing a quarterly workshop on how to make your favorite meal healthier.

- First SGA member to report to Congress
- Next meeting is Tuesday, September 2nd. It will be held virtually.

8. SGA Report (Ethan Wells):

- There was no meeting this week due to the death of their fellow student.
- A workshop was held to help students process their emotions
- October 21st, 5:00 PM & 7:00 PM by the Bell Tower; there will be moments of silence. At 8:00 PM there will be a candle light vigil. It is open to all of campus.
- Double dipping resolution question – based on UAR 143, there are no limits for double dipping courses between majors; but it has now been limited to 15 hours. Why? Who initiated it, where does it come from, and who drives it? Ethan Wells will follow up.

9. Faculty Senate Committee Reports:

- Executive Committee: Survey of faculty: across the board /merit raises
 - Why not a combination of all three?
- Academic Issues (Kouroush Jenab):
 - Double Dipping policy – why the push, why now
 - UAR 143
 - Budget allocation
- Evaluations (Lesia Lennex): No report this week; no meeting last week
 - Looking at FEPs / annual evaluations
 - Committee members that have not sent items discussed, send those in so it can be ready when we meet next week.
- Faculty Welfare & Concerns (Katelyn Kaufman):
 - Ad Hoc Committee for workloads – Fri 22
 - First meeting this semester on October 1st and will meet again tomorrow
 - Recommendations to amend UAR 136
 - Colleges would have to come up with their own workload calculations across the college.
 - Fast clock promotion / tenure
 - Changes to PAc 2 and 27 language to allow fast clock
 - Amendment to PAc 30 development
 - 1st Option – No evaluation process will take place unless the President allocates funds for the performance-based compensation plan by January 1. The

evaluation process, including submission of initial Faculty documentation, cannot begin until 30 days after allocation of funds

- 2nd Option – The President may allocate no less than 25% of funds of the total allocated to faculty compensation to the performance-based compensation plan to be determined annually based on budgetary considerations.
- Governance (Julia Finch; Doug Chatham, proxy):
 - Student Media Board description
 - Governance committee has reviewed and is ok with the changes.
 - Doug Chatham moved on behalf of the committee that the Senate approve. The description approved
 - Resolution on virtual meetings:
 - Provision allowing all University standing committees to meet wholly in-person, virtually, or a mixture of both to allow those who wish to attend virtually the opportunity to do so.
 - Doug Chatham moved on behalf of the committee that the Senate to adopt the resolution. It was approved.

10. **New Business:**

- Presentation on SACSOC and 50% rule (Annie Adams): This is available on the Blackboard site.

11. **Old Business:** None

12. **Motion to adjourn:** Passed; meeting adjourned: 17:05 / 5:05 PM

13. **The recording of the meeting can be found at:**

<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/6d76245f14d5103ab7ef0050568c0563/playback>

14. **Next Meeting:** November 4, 2021 @ 3:45 PM

15. **Minutes Taken by:** Susan Perry, Faculty Senate ADS