

**Minutes of the Faculty Senate
meeting on
2021-November-4**

Senators present: Annie Adams, J.T. Blackledge, Robert Boram, Stephen Brigham, Nettie Brock, Nathania Bush, Doug Chatham, Pam Colyer, DuWayne Dale, Rebecca Davison, David Eisenhour, Heba Elgazzar, Kimberly Fatten, Julia Finch, Dirk Grupe, Timothy Hare, Ahmad Hassan, Alison Hruby, Lloyd Jasingh, Katelyn Kaufman, Thomas Kiffmeyer, Thomas Kmetz, Lesia Lennex, David Little, David Long, Ronald Morrison, Roma Prindle, Sherif Rashad, Janet Ratliff, Allen Risk, Kimberlee Sharp, Sherry Stultz, Vijay Subramaniam, Karen Taylor, Ethan Wells, Wesley White

Senators not present: Steve Chen, Steven Crites, David Flora, Amber Hughes, Kouroush Jenab, Nilesh Joshi, Michael Kessinger, Shane Shope

Provost: Anthony Norman

Faculty Regent: Annie Adams

Staff Congress Chair: not present; Helisha Tuerk, proxy

SGA Vice-President: Ethan Wells

Guest: Helisha Tuerk

ADS: Susan Perry

1. **Call to order:** 15:45/3:45 PM
2. **Approval of the Minutes of the Faculty Senate Meeting from October 21st:**
 - Minutes approved as read with the following amendments -
 - Sue Tallichet is a guest, not a senator
 - Student's last name is Creamer not Kramer
 - In the Governance Report, Doug Chatham is misspelled
 - Stephen Brigham should be corrected to end with 'en'
3. **Announcements:**
 - Boost URFs – They took an enrollment hit during the pandemic –
 - Only 30% of funds used at this point
 - Contact eprellberg@moreheadstate.edu to inquire about participation
 - Boost LevelUp participation –
 - Trying to double existing numbers
 - Grant funds will be available to revamp your course to LevelUp standards
4. **President's Report:** not present; no report
5. **Provost Report** – Anthony Norman:

- Tenure portfolios will be in office tomorrow; there is now an electronic option
- Mini Grants – Thanks to those who applied for one.
 - They'll be distributed in waves. The first wave was announced on Monday.
- Provost will be meeting with the colleges/schools/departments so he can understand what is on the minds of faculty re: the direction of MSU.

6. **Regent Report** – Annie Adams:

- Dec 2nd meeting – There will be an articulation of various budget decisions
- Possible reorganization of colleges -
 - Available on Blackboard site – Infographic about what administrative costs are as well as links to the direct information.

7. **Staff Congress Report** – Helisha Tuerk:

- Report posted in the chat; David Long went over the report.
- Last meeting was November 2nd @ 1:00 pm via WebEx
- Changes to PG 48 – Vacation and leave proposed change
 - Vacation balances in excess of the maximum amount shall be converted to sick leave on January 1st of each year, or upon retirement
- Promotions – The minimum new rate will be the entry level of a new grade.
- Reclassification – They removed the entry level of a new grade or 7.5% more than his / her salary, whichever is greater. The minimum new rate will be the entry level of the new grade.
- Lateral transfer - Removed
- Short staffing in the police department dispatch – We should invite the police chief to Faculty Senate to tell us about the problems.
- Some advisors that are fractionalized are being evaluated by supervisors for their teaching and some are not. Is Staff Congress working with Faculty Senate to resolve? That re-connection will be made.
- The next Staff Congress meeting will be December 7th @ 10:00pm via WebEx.

8. **SGA Report** – Ethan Wells:

- SGA met last week with Dr. Jenab's committee on double dipping policy but they have nothing conclusive as of yet.

9. **Executive Council Report** – David Long:

- PAc 27 changes – Provost, Anthony Norman, advised the language and dates were cleaned up.
 - Potential new hires that bring years of experience - fast track tenure might make a difference if it were part of negotiations
 - Currently with general council; sent 10-14 days ago. Will be forwarded to Faculty Senate when general council is done.
 - Will discuss further once we have the new language.

- Covid 19 update: assurances of policy implementation; When will things change?
 - David Long asked the President if/when will MSU be backing off mask mandates and such. He was advised it may last until the end of winter but nothing is set in stone.
 - Another Covid 19 vaccine campaign will held.
 - J.T. Blackledge: Why wasn't the signage / guidelines for social distancing, etc., put back up after the Delta variance? The Provost will ask the President.
 - Julia Finch advised to remind colleagues to follow the Covid 19 protocol because there have been breakthrough cases in those vaccinated.

10. Executive Council Committee Reports:

- **Academic Issues** – Kouroush Jenab; Ahmad Hassan, proxy:
 - 50% Rule: Invited Ethan Wells from SGA to discuss the 50% rule and why SGA passed the resolution for a 15-hour limit. SGA was not aware there was an option for no cap. As such, SGA may revisit the resolution.
 - Course fees Issues: no information available at this time; waiting to hear from the Provost
 - Dr. Adams has drafted a resolution to get rid of the resolution on the 50% rule to be voted on at the next meeting.
 - Next Academic Issues meeting on November 11th.
 - Discussion of the First Year Seminar
 - Debating the merits of sending out a survey to the faculty to seek their opinions of FYS.
 - There is a Faculty Senate committee for FYS so some feel there is not a need for a survey.
 - FYS is still under discussion
 - President Morgan only hears it is a problem from Faculty Senate; however, Faculty Senate represents all faculty.
 - A survey could provide data that shows it is a concern of most faculty.
 - FYS has been taken out of faculty hands. This is a violation of requirements that the faculty oversee the curriculum.
 - Syllabi of FYS should be posted to Blackboard for those that are new and unfamiliar with FYS.
- **Evaluations** – Lesia Lennex:

- No report
- Continuing to look at FEPs
- **Faculty Welfare & Concerns** – Katelyn Kaufman:
 - Workload calculation ad hoc committee is meeting but has nothing to present yet; but are working towards a resolution.
 - Early tenure / fast clock promotions are on hold because of the Pac 27 amendment.
 - FTPs and evaluation – tabled for now
 - Revision to PAC 30 – Now 3 options (also on Blackboard) –
 - Option 1 – 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.
 - Option 2 – The President may allocate no less than 25% of the total funds allocated to faculty compensation to the performance-based compensation plan to be determined annually based on budgetary considerations.
 - Option 3 – The President may allocate to the performance-based compensation plan no less than 25% of the total funds allocated to faculty compensation to be determined annually based on budgetary considerations. If the President does not allocate funds to faculty compensation by January 1st, no evaluation process will take place. The evaluation process, including submission of initial Faculty documentation, cannot begin until 30 days after allocation of funds.
- **Governance** – Julia Finch:
 - No report
 - Revision of Faculty Interest Survey
 - Adding questions so the people can self-report on certain skill sets

11. **New Business:**

- Guest Speaker – Rebecca Davison (Social Work) – In partnership with Pathways presents Green Dot Bystander Training.
 - A new approach to sexual assault, dating violence and stocking prevention.
 - This is not consent programming typically geared towards males.
 - This is not harm reduction typically geared towards females.
 - Everyone, students, faculty and staff, can be part of the solution.

- Change the climate not just the behavior
- Need help to get outreach into the classroom and student organizations.
- This is the first semester and the goal was to reach 200 students. They are halfway there.
- Want to hit over 80 faculty and staff. Since the summer they have about 60 faculty and staff who've completed this training.
- Want to continue into the next semester with the entire student body.
- Next virtual training – November 19th; about 90 minutes.
- Will speak to your classes about it if requested.
- Website - <https://www.moreheadstate.edu/greendot>
- Ron Morrison – Read his statement regarding College and University and rankings (posted in Blackboard).
 - David Long recommended that everyone listens to the series of Malcom Gladwell podcasts on this subject.
 - Lord of the Rankings - <https://podcasts.apple.com/us/podcast/lord-of-the-rankings/id1119389968?i=1000527176172>
 - Project Dillard - <https://podcasts.apple.com/us/podcast/project-dillard/id1119389968?i=1000528056451>

12. **Old Business:** No old business

13. **Motion to adjourn:** passed; meeting adjourned: 17:03 / 5:03 PM

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

<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/caa7e6a61fd5103a97f0050568cfa13/playback>

15. **Next Meeting:** November 18, 2021 @ 15:45 / 3:45 PM

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