

Communications Report of the Faculty Senate meeting on 2021-November-18

Written by Communications Officer Dr. Dirk Grupe

1. **Meeting start:** 15:45/3:45 PM
2. **Approval of the Minutes** of the November 04, 2021 meeting: Senator Grupe made a motion to accept the minutes of the November 04 meeting contingent of a correction (David Flora is not a senator), seconded by Senator Morrison, motion passed.
3. Announcements (02:30):
 - We are saddened that we lost our fellow Senator Dr. Shane Shope this week. President Long ask Faculty for a minute of silence in remembrance of our late colleague Dr. Shope, who was a faculty member of the department of Foundations and Graduate Studies. President Long asked the senators if they knew Dr. Shope and if somebody wanted to say a few words. President Long mentioned that although Dr. Shope was in the College of Education, he did not really know him, but every time he met him he was a very pleasant person. Senator Stultz said that she had worked closely with Dr. Shope on the rural education hub. Senator Stultz also mentioned that both had parents to take care of and the Dr. Shope was very supportive when Senator Stultz father passed away. Dr. Shope was invested in the community who was a great guy who is leaving four children behind. President Long also provided links to the obituary and the donations to a number of medical establishments and foundations.
4. **Presidents Report:** No report, Dr. Morgan was not present
5. **Provost Report:** (06:30) Provost Dr. Norman said that he also wanted to extend his thoughts about Dr. Shope as well. He was working with him on the National Rural Education Association. The University are also working as a regional hub thanks to the work of Dr. Shope.

We are in the midst of the registrar's search, because Keith Moore will retire by the end of the year. Keith will still be around for some additional months. He is leading an initiative called *My Progress* which will be really helpful to our students for planning their semester and future.

The University is also looking for a new director of Research and Sponsored Programs, because Darlene Allen will also retire by the end of the year.

Another search that has been started is for the Dean of Volgenau College of Education, which is beginning right now.

Provost Norman also had good news regarding the instructional mini grants and everybody who got the grant approved has been informed. The University is still examine additional fund to fund some more grants. The University was not able to fund every grant, but a large majority of them. Provost Norman thanked faculty for submitting their proposals.

Dr. Norman said that he is still working on his campus tour to get to know the departments. He has a few more visits at the College of Science and the Volgenau College of Education. Provost Norman plans to finish with the tour by the end of the semester and that he is really enjoying the tour.

Last but not least, Provost Norman provided an update in the ad hoc committee on Faculty 180. The report is coming along very soon and he will share this document with Faculty Senate soon.

Regent Adams ask about the Director of Research and Sponsored Programs, if this will be the same job/job description and when will the job description be available. Provost Norman said that this will be the same job. He personally had some bigger ideas and discussed this with President Morgan, but we are unfortunately not in the position to offer something better. Nevertheless we need a person who knows the ins and outs of all the processes needed. Porvost Norman stressed that in the future he would like to see a broader discussion.

Regent Adams also asked about hiring a permanent dean in the Caudill College of Humanities. To Provost Norman's knowledge not at this time, because interim Dean Scott Davison is on a three year contract and he has served so far about one and a half year through.

6. **Regent Report** (Dr. Adams, 12:50): Regent Adams mentioned that the next Board of Regents meeting will be on December 02 which will be a work session.

Regent Adams was asked by a faculty member if she could present an info-graph on athletics costs, as she did during the November 04 meeting with the administrative costs. The athletic costs are mostly defined by the NCAA reporting mechanisms. Be careful looking at numbers because the can vary on the source and the counting mechanisms. Also keep in mind that NACUBO allows universities to classify athletics under different categories. For example, athletics can be listed under *auxillary* or *student services*, which is what we as most regional universities do. Regent Adams pointed out that she only used institutional data made available to the Board of Regents. The overall expenses for athletics are $\$7.36 \times 10^6$ with a net revenue of $\$6.68 \times 10^6$ including money for ticket sales and money for getting paid for a game. This refers to the cost of personal and travel. What is not included in these figures are scholarships to athletes, facilities and maintenance. Taking the current enrollment numbers in Fall 2021 (see October meeting) the total contribution of each full time undergraduate student is \$1397 (not counting students like Eagle scholars). Regent Adams also pointed out that we will loose two more members of the Ohio Valley Conference (OVC). Two quit last year and we are loosing two more this year, which means less games and less money. To be clear when we talk about the cost per undergrad student, there is no specific fee for athletics, but we take the money from the general funds to subsidize athletics. While popular press is using the figure of money per student is because this is student money, either through tuition or taxpayer's money. One board member is in particularly stressed about the shrinking of the OVC and suggested that Morehead should do more to strengthen the conference. Regent Adams ask, what would this mean for our finances. She was told that we might actually do better, but she doubt this because specifics have not been provided. President Long said he was shocked hearing about the amount of money per undergrad student. This is money that

comes from often first generation low-income students who have to spend a lot of money going to college. This goes back to Regent Paluzny's report a few years back. President Long also mentioned that we have a lot of faculty from other countries which do not have this weird support system for athletics. President Long is still surprised why people in particular students are not more enraged by this.

Senator Morrison ask if the numbers are for the semester or the year, it is for the year. Senator Brigham was wondering if the net revenue included booster donations, so money directly given to athletics by donors. Regent Adams clarified that the money is coming from the general funds and there maybe \$100000 donations once in a while for athletics specifically. However, none of this would off set the full costs of athletics. The President, however, does not want donations to the foundations to be very specific and wants the money to be available generally. Regent Adams supports the president in this. Regent Adams pointed out again that our situation with subsidizing athletics is not unusual, it is the norm and only some larger schools actually make money with athletics. Senator Kmetz was wondering if the shrinking of the OVC is due to finances. Regent Adams had no answer to this but mentions that the OVC is suing Jacksonville and ECU for leaving the conference. Senator Grupe suggested that we should make SGA really aware of this how much money each student is contributing to athletics. Senator Grupe also mentioned that where he is from in Germany, Universities may have sports teams, but honestly nobody cares. Senator Morrison ask another question regarding TV revenue, does this go to the specific sports or athletic programs in general, which Regent Adams clarified goes to athletics in general. This is not unusual either, because in order to be in Division 1 you have to provide 14 sports, 7 male and 7 female. If we just had football and basketball we probably would do o.k., and this is also the reason why people in football and basketball get angry about subsidizing the other sports that do not generate as much revenue. But this is the NCAA structure. What Regent Adams is asking is why are we playing Division 1 and why are we even in the NCAA? There are significant problems with the NCAA revenue stream. Regent Adams also expressed that the problem here isn't sports, isn't athletics. In her opinion students should be able to do athletics. This is not the problem, the problem is the cancer of the NCAA allowing to be a parasitic organization to feed off higher education. This is also the reason why in most states the highest paid state employee is a football or basketball coach. She hopes that the NCAA get destroyed and that athletes are taken care of on campus. President Long also mentioned that growing up in the US, people would never question athletics.

7. **Staff Congress Report** (David Flora; 28:00) Staff Congress Chair David Flora said that Staff Congress has not met and he has no report (Next Staff Congress meeting will be on December 07). Chair Flora also wanted to express his sympathies at the loss of a Senator and fellow colleague. Chair Flora also said that he had listened to Senator Chatham's Odd Number Halloween special which he very much enjoyed.
8. **SGA Report** (29:15): No report, no SGA representative was present.

9. **Report by guest speaker Dr. Sue Tallichet:** (30:00): Dr. Tallichet thanked Senate for giving her the chance to speak today. Dr. Tallichet reported on problems of hiring new faculty in her school, the school of Humanities and Social Studies in the Caudill College of Humanities. Over the last two years, four faculty searches failed, two in social work and 2 in criminology. Dr. Tallichet is reaching out to Senate because the searches have failed because there is a pattern of misinformation and administrative inertia. For example a job description that a faculty person had vetted with HR was sitting on an associated dean's desk for over a year which significantly delayed the search. Dr. Tallichet made a connection to the resolution regarding the %50 rule (see below) that some administrator misinform faculty by claiming there were external mandates like SACS-COC or CPE. A similar problem happened in a search where the search committee was told that the person they wanted to hire was in violation of a SACS-COC rule. Haven't we heard too many times that there are SACS-COC requirements, which turn out not to be true? And how can it be that a SACS-COC rule can stop a search that went through all internal processes and followed the chain of commands. Does this problem apply to all of our searches and our approval process or is this the usual manufactured problem. Search committees should be informed right from the start what to avoid and what to look for, not after a search. Still no faculty person knows what the reported problem with SACS-COC really was. As of November 04 we have not even received the final SCAS-COC report. According to SACS-COC liaison Jill Ratliff the institution is "expecting" the report later this year. What are we basing our consideration on and why have our searches been stopped because of SACS-COC? Dr. Tallichet kindly asked Senate to investigate this problem.

Regent Adams said that she was disheartened and ask what specific SACS-COC standard was cited here. Dr. Tallichet said that the administration did not mention any specific standard. Regent Adams suggested that this could be SACS-COC section 6 which regulates faculty credentials. Dr. Tallichet mentioned that she talked with one of the candidates who told her that he had been asked really hard-ball questions by an associate dean what he could bring to the program and the associate dean requested transcripts which was after the interview and after the search committee had made a recommendation. Obviously we have a problem here. This is not a way to grow a program. Dr. Tallichet also clarified that she was not a member of the search committee. Regent Adams pointed out SACS-COC guideline 5.4 which requires the institution to hire administrators with exquisite experience. Regent Admas asked how many interim administrators do we have? For example, who is in charge of HR right now? Does this person has an HR background? So faculty can not hire new faculty but we continue to take the same internal interim people as administrators. Regent Adams wondered, if this is the commitment of the upper administration to tenure lines. Dr. Tallichet pointed out that this would have been an excellent candidate bringing in a lot of expertise in criminology. This program is currently held up by only one person, a tenured associate professor, and this is really a program that could grow. This is not the way to run a university. Dr. Tallichet thanks Senate again for giving her the floor. President Long also said that talking with the upper administration that morale is bad and things like this are not helping. President Long suggested to think about the next steps. Senator Hare said that he is deeply concerned about how can Senate investigate this matter. Senator Hare suggested to work with Provost Norman on an ad hoc committee to investigate the process of these search committees. President Long

suggested that he will bring this up during the next meeting with the provost.

10. **Executive Council Committee Reports:** (40:15): No item on the agenda this time.

11. **Executive Council Subcommittee Reports:**

- **Academic Issues:** (A. Hassan, 40:30): Chair Jenab was not present and the report was given by Senator and Vice-Chair Senator Ahmad Hassan. Senator Hassan reported that the committee discussed the 50% rule and decided to put forward a resolution to abolish the 50% rule because there are no external mandates and this rule hurts our programs and students. The text of the resolution is listed in Appendix A. After Senator Hassan read the resolution, Senator Chatham reminded Senate that we first need a motion to accept the resolution before we can discuss the resolution. Senator Grupe made a motion to accept the resolution which was seconded by Senator Sharp who also remarked that this is a long overdue resolution. Senator Sharp was told a few years ago that her program, Middle School Education, was in violation of the 50% rule. Senator Sharp only wanted to swap out a science component, but after that she simply gave up. This 50% rule prevents changes to existing programs and the creation of new programs. She will not write a proposal and they will continue to be non-compliant to this rule. Nevertheless, her program was still accredited again. Senator Sharp recently submitted a new curriculum proposal, but expects it to fail again, unless this resolution will be signed by our upper administration. Senator Taylor made a motion to accept the resolution with the correction of a typo, which was seconded by Senator Grupe. The motion was unanimously accepted by Senate. Another item the Academic Issues Committee discussed was the FYS committee. The goal is to have the Chair of the Governance Committee, Senator Finch, to come, but our committee will not have another meeting this semester. Because the Executive Council is discussing this item also with the provost already, Academic Issues wants to wait to see what is coming out of these discussions.

Last but not least as pointed out by Regent Adams how difficult it is for students to evaluate their academic programs. There is only one place on the MSU website to evaluate academic programs. The committee asked if there is an easier way for students to obtain information about programs and evaluate them.

- **Evaluations:** (L. Lennex, 53:30): The Evaluation Committee continues to discuss FEPs across campus. The committee also wants to have further discussion regarding annual evaluations in order to streamline the process. This needs to be paired with information regarding PAC-30 and PAC-35 which are still discussed. The Evaluation Committee plans to bring forward a narrative regarding streamlining the faculty evaluation process at the next Senate meeting in two weeks.
- **Faculty Welfare & Concerns** (K. Kaufman, 54:30): The subcommittee did not meet last week, but corresponded via email. The committee plans to bring forward a revision of PAC-30 at the next Senate meeting and they have been in discussion with the Evaluations committee on this item. Regarding the ad hoc committee on workload, that committee will meet again tomorrow and on December 03.
- **Governance:** (56:00) No report, Senator Finch was sick. Senator Joshi said that the committee has not recently met and there are no updates.

12. New Business: (56:50): No new business
13. Old Business: (57:10): No old business
14. Motion to adjourn the meeting by Senator Senator Grupe, seconded by Senator Fatten, motion passed. Senator Grupe also mentioned that tomorrow morning (November 19) will be the longest partial lunar eclipse for the next 600 some years (<https://www.timeanddate.com/eclipse/lunar/2021-november-19>). The meeting adjourned at 16:45/4:45 PM.
15. The next Senate meeting will be on December 02.
16. The **recording of the meeting** can be found at <https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/694e72a02ade103abbbd0050568c0839/playback>

A Resolution on the 50% Rule

- Whereas the Council on Post-secondary Education (CPE) has no “50% rule” regarding curriculum;
- Whereas Morehead State University’s “50% rule” is an internal regulation outlined only on internal curriculum forms and in UAR 143.01;
- Whereas Morehead State University’s rule has no immediate or direct relation to SACS-COC standard 9.1: “Educational programs (a) embody a coherent course of study, (b) are compatible with the stated mission and goals, and (c) are based upon fields of study appropriate to higher education”;
- Whereas there are academic programs currently offered at MSU that do not meet the internal “50% rule”;
- Whereas MSU was recently re-accredited by SACS-COC with these “50% non-complaint” programs in place;
- Whereas MSU’s internal “50% rule” does not meet the definition of “coherence” offered in the “Rationale and Notes” for SACSCOC standard 9.1. (as the extant rule would allow for a “mere bundling of credits”);
- Whereas MSU’s internal “50% rule” was approved, years ago, by an Undergraduate Curriculum committee that had been told that the CPE required such a rule;
- Whereas MSU’S internal “50% rule” currently operates as a gate-keeping device for curricular approval, which stifles curricular innovation and limits student options, and may potentially negatively affect retention and recruitment;
- Whereas there is no documented evidence that the “50% rule” improves curricular outcomes;
- Whereas SACS-COC standard 10.4.c “places primary responsibility for the content, quality, and effectiveness of the curriculum with its faculty”;
- Whereas a gate-keeping rule only outlined in curricular forms controlled by an administrative office, and a University Administrative Regulation, does not demonstrate the faculty’s “primary responsibility for the content, quality, and effectiveness of the curriculum”;
- **Therefore be it resolved that Faculty Senate calls for the abolition of the 50% rule in all curricular decisions**