

**Minutes of the Faculty Senate
meeting on
2021-December-2**

Senators present: Annie Adams, J.T. Blackledge, Robert Boram, Stephen Brigham, Nettie Brock, Nathania Bush, Doug Chatham, DuWayne Dale, David Eisenhower, Heba Elgazzar, Kimberly Fatten, Julia Finch, Dirk Grupe, Timothy Hare, Ahmad Hassan, Lloyd Jasingh, Kouroush Jenab, Nilesh Joshi, Katelyn Kaufman, Thomas Kiffmeyer, Thomas Kmetz, Lesia Lennex, David Little, David Long, Ronald Morrison, Roma Prindle, Sherif Rashad, Janet Ratliff, Allen Risk, Kimberlee Sharp, Vijay Subramaniam, Wesley White

Senators not present: Steve Chen, Pam Colyer, Steven Crites, Alison Hruby, Amber Hughes, Michael Kessinger, Sherry Stultz, Karen Taylor

Provost: Not present

Faculty Regent: Annie Adams

Staff Congress Chair: David Flora

SGA Vice-President: Not present

Guest: Suzanne Tallichet, Silas Sessions

ADS: Susan Perry

1. **Call to order:** 15:51/3:51 PM (Wi-Fi issue)
2. **Approval of the Minutes of the Faculty Senate Meeting from November 18th** – Approved
 - It was suggested to look at the minutes prior to the meeting so we are ready to up or down vote. That will be done going forward.
3. **Announcements:** None
4. **President's Report** – not present; no report
5. **Provost Report** – not present; presented by David Long:
 - Met with all departments except Nursing
 - OSRP Director Replacement is under way
 - Has received the faculty senate FYS and 50% rule resolutions; should be to David Long before the holiday break.
 - Kim Sharp – This position should be someone with faculty status, preferably someone with professor status.
 - Annie Adams – The last time there was a search, it was done because the Executive Council insisted. We thought we'd get a VP but instead got a director position only.

- David Long – We have an office that is mean to support, direct, and grow research at the institution but due to funding, it doesn't have a fully competent person who knows the ins and outs. That same logic is not used when funding athletic programs.
- Katelyn Kaufman – A colleague applied for a grant recently. Before doing so he contacted the office and made sure we qualified as non-land grant university. But the grant was denied because MSU hadn't completed the paperwork that shows we're a non-land grant university.
- PAc 27 – received General Council's guidance and is making further edits; then back to Dean's Council
- Send any questions via email

6. **Regent Report** – Annie Adams:

- BOR met today for a work session – Report in Blackboard
 - Employee and student recognitions
 - Ratified December graduates
 - Block approved the listed personnel actions
 - Reaffirmed a resolution pursuant to KRS 164.367
 - Accepted the audit report and ratified the amended budget and the 2022-2021 Biennial Budget Request
 - Approved the employee compensation plan
 - Agreed to extend the Strategic Plan (SOAR) to 2021
 - Report from CFO Fister-Tucker
 - Looming KRS funding
 - Opportunity Areas for Efficiency
 - Report from President Morgan
 - Defining points –
 - Instructional Increases
 - Athletic Costs
 - Grants and Sponsored Programs
 - Hiring and Appointments

7. **Staff Congress Report** – David Flora: Staff Congress has not met so there is not report. They will meet next Tuesday, 12/7/2021.

- Stephan Brigham - with recent Covid variant will we do this abrupt switch to online again? I do not hear any news and no one seems to be following protocol, masks, etc.
 - Ronald Morrison advised to look at the Judge Executive Facebook page for information.
 - David Long has sent Covid concerns to the Provost but has not had a response yet.
 - Lesia Lennex encouraged vaccination and boosters as well as masking.
 - Timothy Hare – Faculty Senate voted on a resolution for a vaccine mandate but haven't heard anything. Does the BoR discuss the pandemic? Annie Adams – No, they do not.

8. **Special Guest Report -**

9. **SGA Report** – not present, no report

- David Long – David Flora, David Long had a conversation with Ethan and Emily from SGA about issues SGA is bringing forward. Emily will come speak to the Senate in January to speak about these issues.

10. **Executive Council Report:**

- ORSP search and next steps – Where do people stand?
 - Timothy Hare – We need someone with that skill set plus an experienced researcher who has worked with multiple organizations and who can provide leadership in that office.
 - Julia Finch – If a faculty member is going to be working as a co-director position there needs to be course release built into that. That is a massive amount of work to take on. Faculty needs to be involved but not do it for free.
 - Annie Adams – We need someone who can do high-level administration.
- Potential suspension of annual evaluations –
 - Timothy Hare – The process is far more work than it warrants. We could change the system to streamline it. It does not help the faculty member, the students or the institution. If it doesn't have a purpose, get rid of it. If it does have a purpose find a way to streamline it.
 - David Long – will ask the Provost to speak directly to this in his next report.
 - Annie Adams – Annual evaluation serves two functions. One is for tenure and promotions and the other is for merit pay. Those who need tenure and promotion should continue to submit that.

- Julia Finch – We could acknowledge calculated work stoppages.
- Lesia Lennex – We all have to agree to do the same thing.

11. **Executive Council Committee Reports:**

- **Academic Issues** – Kouroush Jenab:
 - Ahmad Hassan – The resolution was presented and voted on in the last meeting.
 - David Long – The resolution was then passed to the Provost.
 - Annie Adams – There is nothing from CPE or SACSCOC that justifies the 50% rule.
- **Evaluations** – Lesia Lennex:
 - Resolution re: Annual Evaluations – First Reading
 - For spring of 2022 we should suspend annual evaluation
- **Faculty Welfare & Concerns** – Katelyn Kaufman:
 - PAc-30 – Performance Based Compensation Plan
 - Send friendly amendments by the first of the year
- **Governance** – Julia Finch:
 - Annual Survey – Will see again in spring
 - FYS – Dr. Morgan only hears about FYS from Faculty Senate. He doesn't seem to want to move forward with that committee.

12. **New Business:**

- David Long – Dueling system holds – Are other departments around the college experience this too?
 - Dirk Grupe – Some students were advised incorrectly on when to take or not take a class which caused issues.
 - Timothy Hare – Placing student holds to ensure they are scheduled properly is awesome and we should all be doing it.
 - Send any other feedback to David Long. We will bring in a representative from Miss Barber's office to have a conversation with faculty and AVP Couch.
- Dough Chatham – moved to extend the meeting by five minutes. Seconded by many. All in favor.
 - Lesia Lennex - Motion to Timothy Hare seconded the motion.
 - Kaitlyn Kaufman – Change language to 'faculty energies would be better turned towards other pressing activities that we need to do at this time of the year'

rather than faculty has low morale. David Long supports this edit. Lesia Lennex made the change. All were in favor of the amended resolution/motion passes.

13. **Old Business:** No old Business

14. **Motion to adjourn:** passed; meeting adjourned @ 17:46 / 5:46 PM

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

<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/877a11b535df103abfe0050568cfa13/playback>

16. **Next Meeting:** January 20, 2022 @ 15:45 / 3:45 PM

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