

**Minutes of the Faculty Senate
meeting on
2022-January-20**

Senators present: Annie Adams, J.T. Blackledge, Stephen Brigham, Nettie Brock, Doug Chatham, David Eisenhour, Heba Elgazzar, Kimberly Fatten, Julia Finch, Dirk Grupe, Timothy Hare, Ahmad Hassan, Alison Hruby, Amber Hughes, Kouroush Jenab, Nilesh Joshi, Katelyn Kaufman, Thomas Kiffmeyer, Thomas Kmetz, Lesia Lennex, David Long, Ronald Morrison, Roma Prindle, Sherif Rashad, Janet Ratliff, Kimberlee Sharp, Sherry Stultz, Karen Taylor, Wesley White

Senators not present: Robert Boram, Nathania Bush, Steve Chen, Pam Colyer, Steven Crites, DuWayne Dale, Lloyd Jasingh, Michael Kessinger, David Little, Allen Risk, Vijay Subramaniam

Provost: not present

President: not present

Faculty Regent: Annie Adams

Staff Congress Chair: David Flora

SGA Vice-President: Ethan Wells

Guests: L. Joe Dunman, Silas Sessions, Suzanne Tallichet, Christina Wright

ADS: Susan Perry

1. **Call to order:** 15:45/3:45 PM
2. **Approval of the Minutes of the Faculty Senate Meeting from December 2nd** – Approved
3. **Announcements:**
 - KY Legislature House bills - Legislation concerning topics related to Critical Race Theory and K-12 environments would prohibit teaching of these concepts – You should act as citizens (not as state employees through the University) to act on the issue by contacting representatives if you see fit.
 - Timothy Hare – Suggests the faculty put together a resolution or petition against these bills.
 - Annie Adams – This was discussed at AAEP with a woman who is a professor at Western and part of the Kentucky Legislature. She encouraged individual university professors to contact as citizens not as university employees or units. Individual voices might have greater sway.
 - Julia Finch – Has some boilerplate language regarding anti-racist and anti-sexist ideals that she used in her syllabus. She would be happy to share it if anyone would like to use it.

- Annual Evaluation Suspension Resolution – It was rejected by the Provost. From the Administration’s point of view, an annual evaluation of faculty is currently in place. According to the provost the evaluations are important for merit increases and general practice.
- Attendance Census from Associate Provost Couch will go live early next week.
 - Must be submitted by the end of the day on Wednesday, 1/26 for all of your courses.
- Where is the SACSOC report? No faculty members have seen that report. For some reason faculty is being kept from reading it. We will continue to press the administration to see that report.
- Look at the Faculty Senate webpage in terms of your own photograph/identity. There may need to be some updates. We want the most accurate representation of who is on Faculty Senate.
 - Email Dirk Grupe d.grupe@moreheadstate.edu with any updates.
- Green Dot Bystander Program
 - <https://www.moreheadstate.edu/greendot>
 - More attendance and participation are encouraged.

4. **President’s Report** – not present; no report

5. **Provost Report** – not present due to weather; no report

- The Provost advised he will listen to the recording of the Senate and will bring responses the next meeting

6. **Special Agenda Item (Recurring) – Faculty Lines:**

- Hiring practices are inconsistent and seem to be showing patterns of extending appropriate tenure track lines and then retracting them at the last minute.
- Annie Adams – We are on year two of asking for the actual number of faculty and we still do not have a clear list of all the tenure and tenure track faculty on campus.
- Report from the Caudill College – Julia Finch – Speaking as a member of Art and Design. A visiting assistant professor transitioned to an instructor position less than a semester after he was hired. This means now there are two unites, graphic design and 3-D studio ceramics and sculpture are totally adjunct and instructor positions. Also, to correct an instructor’s workload error, a course was removed from an adjunct’s spring load and given to the instructor. It was poorly communicated to the adjunct. It causes friction and is concerning for the colleague who was counting on the income from this course. Are things like this going

in other colleges and departments across campus? If these things are being done to make us look better in the rankings and performance models we need to know. They are not beneficial for students or colleagues.

- Dirk Grupe – This has been seen in Physics as well.
- Annie Adams – We have people who are tenure track that are deciding to leave because of this kind of management.
- Katelyn Kaufman – Has colleagues that started as visiting assistant professors four years ago with the understanding they would be transitioned to tenure track in the following year. They are still visiting assistant professors and they have the largest workload in their department.
- David Long – Some people have no idea that instructors across the university are being asked to do tremendous amounts of service work even though it is not part of an instructor's contract. This is shifting service work down to a lower paid position.
- Karen Taylor – Faculty members are on a lot of committees in her department because there are not enough faculty members to select from.
- David Long – The administration should think about getting enough tenure track faculty that can do the additional work because it is outside of the instructors' contracts. Otherwise, we continue to degrade the process of tenure and those additional lines of work.

7. **Regent Report** – Annie Adams:

- BOR will be meeting on February 24, 2022 in Mt. Sterling
- Athletic costs follow-up – Document in Blackboard – Annie Adams presented the follow up.
- Will address SACS next meeting
- Stephen Brigham – In the College of Business, annual evaluation is required for accreditation.

8. **Staff Congress Report** – David Flora:

- The Congress did meet on Tuesday, the 11th. However, David Flora was not in attendance. The Vice Chair was running that meeting. There were announcements and some discussion of staff issues. There were not any motions voted forward and very little business was accomplished.

9. **SGA Report** – Ethan Wells:

- David Long – Asked Ethan Wells his opinion, from a student point of view, of Regent Adams's presentation regarding athletics funding.

- Ethan Wells – Said students are blissfully unaware of most of the university’s funding. Athletics is a cornerstone of the college experience for students. It’s a complicated issue.
- Ethan Wells – Went through the double dipping resolution. Also, will be sending a proposal for reading days to Dr. Jenab for his committee to review. SGA President, Emily Wiley, will be here next meeting.
 - Karen Taylor – Do you know the history of reading days and why we no longer have them? She explained that reading days used to be on Wednesday of finals week. But then a group of students got drunk on that night and that was then end of reading days. Ethan Wells says they think they are necessary and hopes to get them back.

10. Executive Council Report:

- ORSP – During the break, Shannon Harr was moved into the position of head of ORSP. We will be inviting him to come and speak with the Senate regarding his agenda.
 - Revision of the Office of Research and Creative Projects and how is that going to relate to the ORSP going forward?
 - Dirk Grupe – It was a surprising search because it was only posted for a week internally. Shannon Harr was the only applicant.
 - Annie Adams – Who is going to take over Assessment? Is Shannon Harr going to do both? David Long – That is a question for the Provost.
 - Timothy Hare – The OSCP vs. OSRP – Can someone explain that? David Long – There is some confusion as to the relationship between the two things given the new appointment of Shannon Harr.

11. Executive Council Committee Reports:

- **Academic Issues** – Kouroush Jenab:
 - They have not met since the break. They will meet next week. They will revisit the 50% rule, double dipping and couple of issues that SGA has.
- **Evaluations** – Lesia Lennex:
 - No resolution of the second reading due to revisions. They will go to committee next week. Send any friendly amendments to that resolution by Wednesday of next week. Send to l.lennex@moreheadstate.edu
 - Would like a response on behalf of the Provost acknowledging her emails were at least received.

- **Faculty Welfare & Concerns** – Katelyn Kaufman:
 - The committee did not meet last week.
 - PAc 30 – please send any friendly amendments by next Wednesday. Send to kkaufman@moreheadstate.edu
 - The chair of the ad hoc committee for faculty workload calculations said they are voting on their recommendation and would like to present it at the next Senate meeting.
- **Governance** – Julia Finch:
 - The committee has not met since last semester.
 - Will begin work on the survey for committee placements

12. New Business:

- Mini grants – How are they awarded? Dr. Beckham only administered them. He did not have knowledge of the criteria to award them. He referred that question to Provost Norman. Provost Norman will address that at the next meeting.
 - Karen Taylor – She was the chair of the Excellence in Teaching Committee last year. They were told to make recommendations for the mini grants but were not given any directions or criteria. They made up their own rubric to award them. A rubric and directions need to be established for the process.
 - Julia Finch – A colleague was awarded a mini grant but cannot complete it because MSU Facilities will not allow her to. The committee awarding mini grants needs to know if there are things the University will not allow so it can be considered when awarding the grants.
 - Julia Finch – The same thing happened when the English Department tried to spend their F & A money.
 - Dirk Grupe – Had his first mini grant denied but was not given any feedback as to why.
 - Kouroush Jenab – The mini grant was approved. The purchase had to go through the purchasing process. That process went past the last day to spend grant money. So, does that mean they can't make the purchase?

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

14. **Motion to adjourn:** passed; meeting adjourned @ 17:01 / 5:01 PM

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

<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/cc7848df5c5f103abbf50050568167e5/playback>

16. **Next Meeting:** February 3, 2022 @ 15:45 / 3:45 PM
17. **Minutes Taken by:** Susan Perry, Faculty Senate ADS