

# Communications Report of the Faculty Senate meeting on 2022-February-03

Written by Communications Officer Dr. Dirk Grupe

1. **Meeting start:** 15:45/3:45 PM President Long thanked all senators for being here today on the already second day of weather related closure of the University.
2. **Approval of the Minutes** of the January 20, 2021 meeting: Senator Hare made a motion to accept the minutes as is, which was seconded by senator Morrison; accepted.
3. Announcements (01:00):
  - The Faculty Center for Teaching and Learning is having a focus on faculty and staff wellness. There will be a workshop on faculty mental health. Dr. Bernadette Barton and Connie Harverty will review some of the review based on stress. Strategies to enhance individual wellbeing will be discussed. There will be two workshops, on February 22 at 3:30-5pm (15:30-17:00) and on February 25 from 1:00-2:30pm (13:00-14:30) on Webex (<https://www.moreheadstate.edu/academic-affairs/undergraduate-education-faculty-center-for-teaching-and-learning>).
  - Dr. Shannon Harr, the new director of ORSP, will be with us at the next Senate meeting on February 17. Dr Harr asked that if you have questions for him given that he is new in this position, please send them to him in advance. President Long said that he will collect these questions until February 16, 5pm (17:00 EST) and will relay them to Dr. Harr.
  - President Long received a concerning letter from a senator that was unusual. The letter was concerned about the tone in Senate. The person who wrote the letter asked to remain anonymous. President Long said that if you ever wanted to state something and you want to remain anonymous that will be fine. The person was concerned about the over arching negative tone with regards to the upper administration. President Long responded that looking back to the administration before Dr. Morgan, that there was certainly tension between the faculty and the administration. The person responded that Senate should avoid basking the administration and celebrate more their successes which would made senior officials more inclined to attend Senate meetings and would make the meetings less depressing.
  - President Long was called to President Morgan's office last Thursday, January 27 to discuss matters regarding the Faculty Regent Dr. Adams. President Long was accompanied by President-elect pro-tempore Dr. Finch. According to President Long it was a strange meeting and he will prepare a formal statement along with the Executive Council that he will present to Senate at the next meeting on February 17. The meeting with President Dr. Morgan was a 30-35 critique for Regent Dr. Adams. President Long stated that we value the input of Dr. Adams in particular given her long history working with many administrators. President Long also stressed that people who are active on Senate are also the most active about improving the University. Dr. Long also said that the meeting with Dr. Morgan was honestly

depressing. Dr. Finch confirmed that the meeting with President Dr. Morgan was strange. She also said that our goal is to keep communications open, but this goes both ways. If we are in these positions we need to work openly with each other and do not take things personally in order to do our jobs.

Senator Morrison said that he hopes that the statement will be supportive of the Faculty Regent. This does not mean agreeing with everything the Faculty Regent says or does. Senator Morrison also ask, why are we even having this conversation? If President Morgan has a problem with the Faculty Regent, then why doesn't he just talk with the Faculty Regent? Why is Senate dragged into this. Senator Morrison also said that when he was Regent he had plenty of conversations with the previous President Dr. Andrews, sometimes in private sometimes even in Board of Regents meetings. He does not understand why President Morgan does not talk to the Regent and why he never shows up in Senate either.

Senator Hare remarked that it is important for the Senate to communicate with the President and Provost, but the problem is they are not talking to us. All what Senator Hare is seeing is an ending of the communication.

Senator White was wondering if the document/response will be something Senate can vote on or endorse. President Long said that this is a good idea.

4. **Presidents Report:** No report, Dr. Morgan was not present
5. **Provost Report:** (15:30) Provost Dr. Norman mentioned regarding the conversation about Regent Dr. Adams that he, President Long and Dr. Finch were talking after the conversation with the President. Dr. Norman is committed to have a good dialog with faculty leadership. We need to think about having language that is inviting and leads to work with each other and is collaborative. We certainly do not always agree but we remain respectful and keep looking to move the University forward.

Provost Dr. Norman mentioned that he thinks that the originator of the double-dipping was the deans council. Looking at that there is no interest on the faculty side or SGA that would support such a rule, Dr. Norman is withdrawing this and will ask the deans if there is any reason why there should be such a rule.

Dr. Norman also addressed the 50% rule and said that he does not support the Senate resolution on this matter. However, Dr. Norman sees a path forward with the resolution.

Provost Norman said he is glad to see the FCTL initiative on faculty mental health. He just finished the campus visits to all departments and he was very touched to hear that the main concern faculty have is the students and that students are also under a lot of stress and pressure. But this also becomes faculty mental health in particular over the last two challenging years.

Dr. Norman mentioned the faculty leadership volunteers. There are already people in Faculty Senate who have expressed interest in doing that. Dr. Norman also stressed that he wishes to work with Faculty Senate on this matter, but there might be projects coming up that could last anytime between 3 month to a year that are ind of special. He is also looking for people with talent who could step into a leadership role and this could be a good way to get them familiar with that. Senator Dr. Hare expressed concerns that this system would bypass the Governance Committee. It seems to be that there is a lack of

understanding by the administration what the Governance Committee does, and it does not just connect senators within Academic Affairs, but it represents all faculty. Provost Norman said he would be happy to meet with the Governance Committee so he gets a better understanding of the concern and then work in collaboration with the committee. Governance subcommittee chair Dr. Finch said that it would be wonderful if her committee could meet with Dr. Norman to discuss this issue further. Senator Finch also mentioned that the Governance committee is changing the faculty survey to ask for faculty expertise and skills in order to populate the standing committees. This is already coming up. This might also be used as a resource to populate ad hoc committees as well.

6. **Special Item on Faculty Lines:** This is a recurring event of reports on hiring in different colleges. This time reporting for the College of Science is Communications Officer Dr. Grupe:

Senator Grupe said that the experience in his college was somewhat similar to what Senator Finch had reported during the previous meeting about the Caudill College, and that he does not have the full overview of his college either, but reported on what is going on in his department, the Department of Physics, Earth Science, and Space Systems Engineering.

The story there basically starts back 5 years ago when two physicists were hired then by the Department of Mathematics and Physics, Dr. Atkins and Dr. Qualls on tenure-track Assistant Professor positions, but once they were given the notice that they got the job, the next day the President converted the tenure-track positions into VAP position with a lower pay. Fortunately Dr. Atkins and Dr. Qualls still came, however, this could have gone South by both of them saying: No, I am not coming to that place. Fortunately a few years later both positions were converted to tenure-track lines, and both of them should be tenured in August. However, the situation now is that we have a new department Physics, Earth Science, and Space Systems Engineering, and Dr. Qualls who used to be half Physics and half Math is now fully at the Math department. This means that our new department needs a replacement for Dr. Qualls. We had a search in Fall which unfortunately failed, but we hoped that this would be an easy thing to advertise the job again in spring. - Pause for now -

The other story that happened at our department is that Dr. Marshall Chapman is retiring in May so we need a replacement in Geology. Now we need two replacements with two job searches for existing tenure-track lines. Should be simple, right? However, both of these searches were stopped by President Dr. Morgan. Now this is causing a lot of problems in the department because the remaining faculty have to teach more classes with less people who now need to teach overtime. Senator Grupe said he had this discussion with Dr. Jennifer Birriel how to serve the students who are required to take Physics 201 and 202. There are already not enough places/segments for these classes already. Dr. Grupe suggested, that if we are not given the personnel to teach these classes by the upper administration, then we can't and unfortunately the students will loose out. However, let this be the problem of somebody else who is on a higher pay scale than yours. Dr. Birriel fortunately found a solution for it. Fortunately, President Dr. Morgan approved the Physics search finally and it went through HR and is posted now. Senator Dr. Grupe expressed his concern that this job might be converted again into a VAP position, as we have seen before and as we have seen in other departments as well.

Geology however is still on the chopping block. The Geology position is canceled. Now Geology is scrambling. The situation now is that we are left with only 2.25 faculty (Dr. Jennifer O'Keefe has release time from her NSF grant and Dr. Jerde from being department chair, but still taking on non-paid overtime). The consequence is that the ESS 102 GenEd course can not be taught anymore, meaning there will be less choices for students in GenEd in Natural Sciences. The other class is ESS 112 which is a Science Education course which is needed for Elementary and Middle School Education student, which now will be taught by our Senate President Dr. Long!!! This all is a bad situation that hurts our students. It hurts our students in general because they have less choices in GenEd which may even delay their graduation. It hurts our students in Geology as well because they might also be experiencing delays because not all the courses can be taught all the time. Well, students have choices to go somewhere else. NKU has Geology, UK has Geology, and Western as well. If we go out to recruit students then we also have to have the men or women power to provide these classes. If we were a football team we would get the coaches immediately. The University hired 5 football coaches in the middle of the pandemic when there were not even football games. However when it comes to tenure-track lines they are on the chopping block. We have a bizarre situation that shows again where the priorities are, and Academic Affairs is not among them. It is very frustrating. This is only the story of the Department of Physics, Earth Science, and Space Systems Engineering, but unfortunately probably other departments have similar stories to tell.

President Long said again how important it is to get a full picture on hiring at the University so we all know what is going on. Senator Finch expressed her concern that current hiring processes mean instability in the departments. Any retirement, sudden death or any other separation from the University could mean that that tenure line is gone. Senator Grupe responded that this may also lead to more faculty leaving the University, but this may have the consequence that when you leave you cancel your own tenured faculty line. Senator Dr. Sharp remarked that it seems like we are engaging in false advertising. She mentioned that for all of us to go the extra mile for the University to talk about the programs at our University at recruiting events how special they are to bring the kids here, but we can not really tell them the truth that some of these programs do not really work and students maybe delayed or may not be able to finish within the program. Maybe the administration wants to consider that. Senator Grupe fully agreed with Senator Sharp and said that he is also doing a lot of recruitment, but at some point it feels like you are becoming a car salesman, so you tell them what a great car this is but in reality you are selling them a lemon. The question then becomes, can you recruit for Geology here or would it be better to tell them to go somewhere else? Are we doing these students a favor bringing them here? Senator Dr. Sharp agreed with that and added she hates to send students away. For example, MSU does not have a Health and Physical Education program anymore. We are losing students.

Senator White commented that they had the same problems in Psychology over the same 5 year timeline. They first thought that the administration had something against Psychology, so in some ways it is a relief that they are not alone. Dr. White suggested that we should document these cases better and more carefully so we will know the scope of what is really happening here. President Long thanked Senator White for his suggestion and said he would take this up to the next Executive Council meeting.

7. **Regent Report** (Dr. Adams, 39:40): There was suppose to be a Board of Regents meeting on February 24th which has been canceled.

Regent Dr. Adams was ask by several faculty to address concerns regarding hiring. Regent Adams was looking at potential SACS-COC problems with hiring and presented another infographic on this matter. She also pointed out that some members of the upper administration seem to have problems with that she is given information that she was asked about by faculty to Faculty Senate and to faculty. This infographic is attached at the end of this communications report. In SACS-COC guidelines, section 6 applies to faculty. 6.1 is a general statement that links to the mission statement of a university, basically asking do you have enough people to do what you need to do. 6.2.a emphasizes on the overall qualification of faculty. This standard also asks about how the institution defines the qualifications of faculty. 6.2.b is a narrower version of 6.1. Here is says that you need to have the right number of faculty for a program. Regent Dr. Adams then pointed out the problem with hiring in Criminology that was brought to the attention of Senate by Dr. Sue Tallichet during the 2021-November-18 Senate meeting. 6.3 regulates the search process, but it is not very specific. As Regent Adams pointed out, we have a lot of faculty lines contracting, but we see the same also on the staff side and a lot of shuffling on the staff side as well. Many position on campus are interim position which last longer than they should, e.g. the HR director position. Another problem is the hiring of a new interim IT person, who was brought in from the outside without a search. Many offices are not sufficiently staffed because the positions are not filled. Regent Adams expressed her hope for working with the administration and in particular Provost Norman. But the current shuffling around causes resentments and sets Provost Norman up for failure. Regent Adams said that she does not want to see resentments and not failure setup. She wants us to all be on the same page so we all can make the best decisions. Senator Grupe said that he seconds what Regent Adams just said because he also thinks that Provost Norman's interest in Senate and working with Senate in genuine and only working together will bring the University forward.

8. **Staff Congress Report** (David Flora; 48:45): Still Staff Congress Chair and hopefully soon President Flora reported that Staff Congress met on February 01. Currently Staff Congress is looking at a different meeting time than Tuesdays at 1pm, because Senate and SGA representatives can not be on during that time. Chair Flora encourages everybody to participate in the COVID survey. There are still drawings for \$500 going on. Staff Congress also approved revision to PG-48 which lifts the monthly cap on vacation days in favor of a yearly cap so staff is more flexible how they want to spend their vacation days.

Chair Flora pointed out another concern regarding hiring in that HR is still using 2013 CUPA data for hiring employees and determining their salary. With data that old it is really difficult to hire and retain personnel. HR director Dr. Atkins said that she had heard may comments on this and will apss this on to the upper administration. Chair Flora also mentioned that many staff people are leaving not only because of the low pay but also because of the lack of flexibility that they have working at other places.

Another item was that Staff Congress wants to establish an ad hc committee that will look into the teaching evaluation of those staff members who have teaching as part of their job. Currently most teaching staff are not evaluated which is a missed opportunity for

complete staff evaluations and improvements. Lora Pace agreed to chair this committee with Senator Boram being the faculty representative. The deadline for this committee is the end of June. President Long said that this issue is especially frustrating to him, because he had chaired a committee three years ago on the fractualization of staff and the non-existence of teaching evaluations for staff. Staff was never evaluated fro teaching, so we had no idea (and stiff do not) about the quality of their teaching. It is very frustrating that there has been so far no action on this. The only people on campus who get a meaningful evaluation are faculty on tenure-track who have not gotten tenure yet. For the vast majority of people teaching is never evaluated. President Long also pointed this out to the SGA representatives, that they should be concerned that they get taught be people who never get evaluated on their teaching. That would be an internal check on the quality of your education. President Long expressed solidarity with Staff Congress. Chair Flora also said that he is teaching an FYS course and he would like to get evaluated on that.

9. **SGA Report** (Emily Wiley, 55:10): This time SGA President Emily Wiley was present. SGA President Wiley thanks Senate for working with representative Ethan Wells because she had a class at the time Senate meets. The first item President Wiley mentioned was the proposal for bringing back Reading Days. She has talked with Academic Issues Chair Jenab on this matter and there are two proposals, one that would have the Monday of finals week with no exams, and the second the Thursday and Friday of the week before finals week. Both have pros and cons. She would like to have a discussion with the Academic Issue committee on this matter soon. SGA has already met with the provost and the registrar last semester to have a conversation before creating these proposals.

Another issue brought up by SGA President Wiley was the materials like lab reports send to the bookstore. The reason why this is a concern is that students with financial aid they can often not get the lab manuals through the bookstore but have to by them in Lappin with cash of check. Her hope is that now the bookstore will be Barnes & Noble that all academic materials will be available at the bookstore.

President Wiley also mentioned concern regarding the WiFi on campus. It has gotten worse. She has met with IT. Right now 4 buildings on campus are being surveyed to figure out where the issues are.

Last but not least, President Wiley pointed out a problem of students knowing where to find resources. How can we make sure students receive updates on resources like financial aid, health services etc. One suggestion President Wiley had was to add this information at the end of a syllabus. Regent Adams suggested to have a webpage instead, because students often do not read the syllabus. We then just give the link in the syllabus. President Wiley suggested that all information needs to be at a central side. Right now for example emergency financial aid is on the Foundation website, but students are unable to see that. Senator Brook suggested that we could get an button on Blackboard like we have a Library button, that would bring us to one webpage that has all the information.

Student engagement has been extremely low recently. Her hope is to revitalize student organizations again, but right now things are pretty slow. President Wiley also expressed her appreciation to Dr Norman what he is doing for our students as provost. President Wiley said that she also wants to look into the teaching surveys.

10. **Executive Council Committee Reports:** (1:04:45) President Long reported on behalf of the Executive Committee.

The first item was a puzzled, curious and hopeful request of where is the SACS-COC report? We know the report exists and it was also said by the administration how highly we performed. However, we have not seen it, and we would like to see it.

The second item was the report from the adhoc committee on faculty workload reported by the committee chair Dr. Michael Kessinger. The task of the committee was to look at the workload calculations, examine them and make modifications if needed. The committee consisted of 4 individuals from each college, 3 faculty and one administrator. The committee looked at PAc 29 and UAR 136.02. The committee was formed, because there was a UAR 136.03 posted but not discussed with Faculty Senate as well as a Workload sheet attached to PAc 29. Once this was discovered they both were taken offline. The report is added to the end of the communication report. The hope was to come up with a consistent calculation for workload that can be used across the University. DR. Kessinger thanks his committee for their work. He also hoped that they came up with something that is workable.

Senator Grupe thanked Dr. Kessinger for leading the committee. Dr Grupe said that regarding to the labs, the workload calculation here is upsetting a lot of people in the College of Science, because only 2/3 of the time in a lab is compensated. Labs however make a lot of work. You can talk with people in Biology, Chemistry, Agriculture or Physics and they will all tell you this. The labs however are required because they give the students a good hands-on experience. Dr. Grupe also commented that he would like to have a lab in Astronomy, but he would never propose it because he would shoot himself into the food for not getting compensated for it. The only way around is to go back and rewrite our curricula so make the labs part of the lecture so we then get fully compensated. In this way we will not have official labs anymore. Or the administration grants full workload to a lab hour, because that's what it is a lot of work. President Long thanks Dr. Kessinger and his committee again for their work.

11. **Executive Council Subcommittee Reports:**

- **Academic Issues:** (K. Jenab, 1:18:50): Senator Jenab was out sick today and on his behalf Academic Issues secretary Senator Brook was reporting. She reported that the committee met the previous Thursday and that SGA has withdrawn their double-dipping resolution. AI also discussed the 50% rule, but came to the conclusion that we do not need to discuss it any further and do not need administrative approval for making curriculum decisions.

The committee also discussed the student attendance tracking and the census and that there was a lot of confusion of whether or not we had to do both or just the census (we only need to do the census). Senator Brook reminded everybody that it is important to do the census for the students' financial aid.

The committee also discussed the snow days and how that made our lives a bit more complicated. Another issue discussed was an email sent by the University which suggested that every time we are in close contact in close quarters that we should be getting tested. It was discussed that is is inconsistent with the policy on scheduling

and people are stuck in too small classrooms with too many students which violated social distancing. The committee was interested to hear if this is a campus-wide problem. There have also been lots of technological problems with our classrooms, not only with the WiFi.

The committee also discussed the instructional mini grants and the way it was processed. The hope is that in the future that this will be handled better. It should be an anonymous committee that has a rubric to work on judging the proposals. The committee also discussed Shannon Harr coming to Senate and we could request questions.

Another item was the discussion of Faculty 180 which is a bit clunky but actually does the job.

Regent Adams said that the census for student attendance tracking is a big improvement to what we used to do in the past. However, it is a messaging issue so faculty need to know how it works. In this way we can get rid of resentments and make things better. Provost Norman said that he would be happy to work on the messaging piece. If we are not accurately reporting then there is a massive drop which is bad for retention. Provost Norman thanked faculty for doing the census. We are working towards full reporting. Provost Norman also reminded faculty that this has to happen again for the second half semester courses. Senator Sharp remarked that she had reported a glitch in the census reporting. Her problem was that she has multiple sections, but all students in that class appeared on one list instead of multiple lists. She thought she did the reporting but the next day she received a nasty-sounding email that she did not. She had to go back in and had to do the census 10 times. Senator Sharp hopes that this glitch will be fixed in the future. President Long reported about similar problems. He took a screenshot of it so he could prove that he did it. He also got a nasty email from his dean. The whole process was irritating. We really need to get the communications done, because sometimes it is the software.

President Long asked that AI and Provost Norman come together soon to discuss the 50% rule to finally put this to bed.

- **Evaluations:** (L. Lennex, 1:28:30): Senator Lennex presented the second reading of the resolution regarding annual reviews. The committee received a friendly amendment and they did revise the language in the last paragraph (the resolution is appended to the end of this report). The revision removes the word "FEP" because we really do not need to change our FEPs. Senator Grupe moved to accept the resolution on annual evaluations, seconded by Senator Sharp, accepted.

The committee also has ask the provost for giving librarians access to Faculty 180, which they currently do not have. Provost Norman responded to the committee that he will reach out the Dean Gregory to assess the needs to the librarians and to accommodate their needs.

- **Faculty Welfare & Concerns** (K. Kaufman, 1:32:45): Senator Kaufman just came back for hustle the farm horses back inside the barn during poring rain. The committee did not receive any friendly amendments to PAc-30, so the committee presents this now as second reading. The new amendment is regarding merit pay raises and requests that the president allocates at least 25% of funds for compensation to merit pay increases. If the president does not allocate any funds to faculty compensation



by January 01, then no evaluation process will take place. Senator Brigham pointed out that with the current wording it would request 25% of the entire compensation for faculty. Senator Brigham asked to suspend the second reading in order to reword the paragraph back in the committee. Senator Grupe pointed out that the intend of the paragraph is the money that is allocated to raises not the entire faculty compensation. Senator Brigham responded that we only have a problem with the clarity of the terminology in this paragraph. Senator Sharp remarked that we should consider Senator Brigham's request for tabling PAc-30 for now. Senator Chatham moved to postpone this matter to the next meeting, seconded by Senator Grupe. Senator Morrison pointed out the requirement for the January 01 deadline. Budgets are rarely set by that date. This may also need some additional wording. The motion passed.

- **Governance::** (J. Finch, 1:42:00) Senator Finch reminded everybody that we need to make sure we follow procedures and she reminded everybody that every senator can request a secret vote. This would not apply for all votes, but for some specific ones. However, secret ballot voting is possible electronically. Our ADS Susan can set these votes up in advance so we won't be struggling with technology during the meeting. We have to make sure that only those can vote who have voting rights on this call. President Long mentioned that he and ADS Perry were playing with SurveyMonkey which seems to be working fine. It should be ready to go.

Another item brought up by Senator Finch was that we need to provide new senators the information of procedures in senate. This could be a power point with recordings that might help.

The committee is continuing to review the faculty survey and how to promote participation in the survey and interest in serving on committees.

12. New Business: none

13. Old Business: none

14. Motion to adjourn the meeting by Senator Chatham, second by Senator Fatten, passed by logging off.

The meeting adjourned at 17:34/5:34 PM.

15. The next Senate meeting will be on February 17, 2022.

16. The **recording of the meeting** can be found at <https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/2d042c776760103a9ff30050568c70a3/playback>



# SACSCOC

## STANDARDS

AND

# RATIONALES AND NOTES

Section 6 of the [SACSCOC Manual](#) outlines the accreditation standards that apply directly to faculty.

Standards 6.1, 6.2.a, and 6.2.b specifically articulate

## FULL-TIME FACULTY QUALIFICATIONS

---

6.2.c involves program coordination, 6.3 requires the institution to publish and implement policies for faculty evaluation and employment, 6.4 mandates policies affirming academic freedom, and 6.5 ensures there are professional development opportunities available for faculty.

---

### Standard

### from Rationale and Notes

**6.1:** "The institution employs an adequate number of full-time faculty members to support the mission and goals of the institution."

"The number of such faculty will need to be sufficient to fulfill basic functions of curriculum design, development, and evaluation; teaching; identification and assessment of appropriate student learning outcomes; student advising; research and creative activity; and institutional, community, and professional service."

**6.2.a:** "For each of its educational programs, the institution justifies and documents the qualifications of its faculty members."

"The emphasis is on overall qualifications of a faculty member, rather than simply academic credentials. . . . other types of qualifications may prove to be appropriate. Examples could include appropriately related work experiences in the field,"

From "Questions to Consider" under SACSCOC standard 6.2.a, which provides **broad latitude** in "judicious use of professional judgment":

- "How does the institution determine the competencies of faculty members and justify that their qualifications meet these competencies?"
- "Who should be included as faculty to ensure all courses offered for credit are included?"

**6.2.b:** "For each of its educational programs, the institution employs a sufficient number of full-time faculty members to ensure curriculum and program quality, integrity, and review."

"[P]rogram quality and integrity . . . call for a sufficient number of full-time faculty. Building on definitions and policies discussed in Standard 6.1 (Full-time faculty), in this standard the institution should present evidence that each academic program has sufficient full-time faculty to ensure curriculum and program quality, integrity, and review."

# So what was the "rationale" for stopping the CRIM hire?

I have no clue.

SACSCOC standard 6.3 states: "The institution publishes and implements policies regarding the appointment, employment, and regular evaluation of faculty members, regardless of contract or tenure status."

The "rationale and notes" for 6.3 state: "Policies relating to appointment of faculty would entail areas such as search processes," but what institutional policy explicitly allows the institution to form a committee, advertise a position, and interview persons vetted by HR, only to have the committee's recommendation of a vetted candidate be deemed unacceptable because of a(n unspecified) problem with SACSCOC?

Let's say, for the sake of argument, the committee was mistaken in its recommendation. If so, who empowered said committee to waste institutional time and resources to result in yet another failed search?

And no one on Senate needs a reminder that the institution is **not** fully "implementing" the policy regarding faculty evaluation (PAC-30). Our paychecks confirm that every two weeks.

## **But about those recurrent failed searches. . .**

Let's not forget many of our current administrators are internal appointees, granted their position by administrative fiat, after a failed search or a reorganization effort that was created by the administration itself.

As faculty and staff lines continue to contract, a former visiting professor and Chief Diversity Officer continues to serve as an "interim" HR Director well past the purported 6 month expiration date, our CFO is tasked with taking on IT after the exit of our CIO (ironically recreating the very position President Morgan "eliminated" with great fan fare when Beth Patrick left), "directors" and "project managers" continue to be hand-picked by the upper administration while there is no effort to backfill the vacated positions, and while only one out of four colleges (the College of Science) has a plurality of leaders actually hired through genuine searches, we would all be wise to consider SACSCOC standard 5.4: "The institution employs and regularly evaluates administrative and academic officers with appropriate experience and qualifications to lead the institution."

So is there a problem with SACSCOC compliance in *\*this\** specific failed search?



I can't say for sure, but, if there is, all signs indicate it is with section 5 (specifically 5.4), not section 6.

All I do know is that we have to do better if we are serious about rebuilding our depleted faculty ranks. And all "better" takes is an *accurate* look in the SACSCOC book!



**BECAUSE READING IS FUNDAMENTAL!**

# Faculty Workload Calculation Formulas

## Charge

- To examine and modify, as needed, the faculty workload calculations describing the credit faculty receive for teaching as outlined in PAc-29
- Committee included faculty and administrators to determine the teaching-load value for the various instructional types outlined in UAR-136.02 (current approved UAR)

## Committee Membership

- Four member for each of the Colleges
- Each college had three faculty and one administrator representatives

## Why was the Ad Hoc Committee Formed

- A posting of a revised UAR 136.03 was inadvertently added to the MSU website without having gone through Faculty Senate for recommendation.
- In addition, a revised Faculty Workload Formula sheet was also posted
- Both were quickly replaced with the approved versions of UAR 136.02 and PAc-29 Workload Formula sheet, but not until it was seen and questions were asked

## Challenges

- UAR 136.02 and unofficial UAR 136.03
  - Additional Instructional Types were identified in 136.03 as a result of the impact COVID had on delivery of instruction
- Terminology used between Colleges varied, for example
  - Field Experience
  - Practicum
  - Clinical Experience
- Develop workload calculations that would give faculty credit for the different types of teaching working performed

<b>Lecture and Seminar Courses</b>		
<b>1.1</b>	Direct Faculty Instruction*	= class minutes / 50
<b>2.1</b>	Laboratory Courses	= class minutes / 50 * 0.667
<b>Combined Lecture / Laboratory Courses</b>		
<b>3.1</b>	Lecture Courses	= class minutes / 50
<b>3.2</b>	Laboratory Instruction*	= class minutes / 50 * 0.667
<b>3.3</b>	Education Methods Courses	= 3.75

\*Graduate courses in these categories are prorated at 1.333 x standard teaching load

Note: Summer teaching loads typically equal the credit hours earned by the student and are not calculated by formula

Practice-Based Guided Instruction Courses		
4.1	Practicum Courses**	= enrollment * 0.25
4.2	Art Studio Courses	= class minutes / 75
4.3	Private Applied Music Lessons	= enrollment * class minutes / 75
Ensemble Performance Courses		
4.41	Chamber Ensembles	= 2
4.42	Major Ensembles	= 3
4.43	Marching Band	= 6
4.5	Theatre and Dance Applied Performance	= class minutes / 50
4.6	Personal Skill Development Courses	= class minutes / 50 * 0.667

\*\*Internship and practicums having at least 10 formal class meetings per semester as well as those requiring at least 20% face-to-face supervision in addition to required field experiences shall be calculated as enrollment \* 0.50

Clinical Instruction, Clinical Practice, Internship		
5.1	Clinical Instruction	= class minutes / 50 * 0.667
5.2	Clinical Practice / Internship (full-time)**	= enrollment * 0.25
5.31	Clinical Practice – Nursing Graduate	= enrollment * 0.87
5.32	Clinical Practice – Other	= enrollment * 0.75
5.33	Clinical Practice - Teaching	= enrollment * 0.85
5.4	Exceptional Cases (credit hour based on agreements, contracts, or MOA)	Workload based on individual condition of the agreement, contract, or MOA

\*\*Internship and practicums having at least 10 formal class meetings per semester as well as those requiring at least 20% face-to-face supervision in addition to required field experiences shall be calculated as enrollment \* 0.50

## Independent Study, Special Problems, Directed Research/Study, Applied Projects, Thesis, Doctoral Capstone\*\*\*\*

<b>6.1</b>	Independent studies, Special problem, Directed research**	= enrollment * 0.25
<b>6.2</b>	Honors' applied	= semester hours * enrollment
<b>6.3</b>	Thesis, Applied project	= semester hours / 6
<b>6.4</b>	Doctoral directed study**	= enrollment * 0.375
<b>6.5</b>	Doctoral capstone (6 hrs)***	= enrollment * 1.5

\*\*Internship and practicums having at least 10 formal class meetings per semester as well as those requiring at least 20% face-to-face supervision in addition to required field experiences shall be calculated as enrollment \* 0.50

\*\*\*Based on capstone of 6 credit hours per student. If less than 6 credit hours, workload will be prorated accordingly

\*\*\*\*Contributes to workload and would contribute to a teaching overload; Eligible for compensation during Winter and Summer terms



1 Resolution re: Annual Evaluations  
2  
3 Whereas PAC-35, Faculty Evaluation Plans, purpose cites, *“This policy establishes the*  
4 *framework that a department and college will use to evaluate its faculty for the purposes*  
5 *of reappointment, tenure, promotion, and annual performance-based evaluations,*  
6 *including merit compensation when available. Evaluation results shall be considered in*  
7 *distribution of any merit compensation pool,”*  
8  
9 Whereas the Faculty Senate is currently discussing recommendations to Provost in  
10 revision of PAC-35, Performance-Based Faculty Compensation Plan for Faculty which  
11 would considerably support faculty in our teaching, scholarship, and service,  
12  
13 Whereas President Morgan announced in *Employee Communication* of November 22, a  
14 Spring 2022 compensation plan which precludes any merit consideration,  
15  
16 Whereas annual evaluations as stipulated in the departmental FEPs may be revised by  
17 majority of departmental faculty,  
18  
19 Be it resolved that faculty need only upload “workload” information ~~may choose to~~  
20 ~~revise their departmental FEPs to provide for use of the institutional-approved data~~  
21 ~~collection service (database; eg Fac 180/Interfolio currently Fac 180) to~~ and produce only  
22 an institutionally-approved curriculum vitae for purposes of annual review.  
23  
24