

**Minutes of the Faculty Senate
meeting on
2022-February-3**

Senators present: Adams, Annie, Blackledge, J.T., Boram, Robert, Brigham, Stephen, Brock, Nettie, Bush, Nathania, Chatham, Doug, Eisenhour, David, Elgazzar, Heba, Fatten, Kimberly, Finch, Julia, Grupe, Dirk, Hare, Timothy , Hassan, Ahmad, Hruby, Alison, Hughes, Amber, Jasingh, Lloyd , Joshi, Nilesh, Kaufman, Katelyn, Kessinger, Michael, Kiffmeyer, Thomas, Kmetz, Thomas, Lennex, Lesia, Long, David, Morrison, Ronald, Rashad, Sherif, Ratliff, Janet, Risk, Allen, Sharp, Kimberlee , Stultz, Sherry , White, Wesley

Senators not present: Chen, Steve, Colyer, Pam, Crites, Steven, Dale, DuWayne, Dunman, L. Joe, Jenab, Kouroush, Prindle, Roma, Subramaniam, Vijay, Taylor, Karen

President: J. Morgan, not present

Provost: Anthony Norma

Faculty Regent: Annie Adams

Staff Congress Chair: David Flora

SGA President: Emily Wiley

SGA Vice-President: Ethan Wells

Guest: Joel Pace, Suzanne Tallichet

ADS: Susan Perry

1. **Call to order:** 15:45/3:45 PM
2. **Approval of the Minutes of the Faculty Senate Meeting from February 3rd – Approved**
3. **Announcements:**
 - FCTL focus on faculty and staff wellness – Workshop on February 22nd @ 3:35 PM and February 25th 1:00 – 2:30 PM on WebEx. Register at the link posted in chat.
 - Shannon Harr, new head of ORSP will visit 2/17. Send questions to David Long by 2/16.
 - Tone of the Senate, constituent email – The constituent wishes the Senate to engage in healthy and balance debate without overarching negative tone and to dial down the administration bashing. Send any comments to David Long.
 - Address to the Faculty Senate 2/17 – David was called to the office of the President to discuss matters that don't directly have to do with the Senate. He asked Julia Finch to join him. It was a critique of the Faculty Regent. David Long along with the Executive Council will be preparing a response/formal statement. The meeting was a long complaining session about the Faculty Regent and not about Faculty Senate.

- Ronald Morrison – Hopes the statement is positive and supportive of the Faculty Regent. If the President has a problem with the Faculty Regent, why doesn't he talk to the Faculty Regent? Why doesn't he come to the Faculty Senate?
- Timothy Hare – It is important to communicate to the President and the Provost that from the perspective of the Senate, they are not talking to us. The problem is they're not talking. They are not coming.
- Wesley White – When you create this document, will it be a document that the Faculty Senate can vote on and address? David Long - Yes

4. **President's Report:** Not present/no report

5. **Provost Report Anthony Norman:**

- With regards to the President's meeting about the Faculty Regent, Provost Norman remains committed to having good dialogue with both the leadership and the Faculty Senate.
- Double dipping question – It has been decided that there is not enough interest and energy to resolve it. That is being withdrawn and we'll just live with that for now.
- 50% Rule – The Provost cannot support it as is but there is a path forward. It has been outlined for consideration.
- Appreciates that FCTL is tackling faculty mental health issues.
- Leadership Volunteers – The Provost appreciates that there are people within Faculty Senate that are interested. Those in Faculty Senate are already in leadership positions. He wants to work with faculty senate but doesn't want to over-tap anyone. He wants to get beyond tapping the same people and wants to include other people across campus as well.
 - Timothy Hare – Maybe the Governance Committee Chair can clarify how this works. You're talking about bypassing the Governance Committee and connecting faculty with responsibilities within academic affairs when you request outside. It seems the administrators have a pattern of not understanding the role of the Faculty Senate Governance Committee. It doesn't just connect Faculty Senators into these positions, but it represents all of the faculty. The Governance Committee maintains the records of availability and interest of all faculty. – Provost will meet with the Governance Committee to make sure he understands and is working in cooperation with them. Governance Committee Chair, Julia Finch, will work with Provost Norman to set up a meeting.

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

- Report from the College of Science – Dirk Grupe: Department of Physics/Earth Science and Space Engineering – About five years ago, two people were hired as tenure track. Once they were hired the President changed them to VIP positions at a lower salary. A few years later they were eventually moved to tenure track.
- They need a physics professor and geology professor. The first search for physics was failed. A new search was opened along with a search for geology. However, the President stopped both searches. Later, the physics search was opened again. The geology search was not reopened. This has left them scrambling to find instructors for these classes. If the classes are not taught, it causes problems for our students, including delayed graduation. Many students may choose to leave or not even come to our university.
- These issues seem to be occurring across all departments.

7. Regent Report (Annie Adams):

- The February 24th BOR meeting has been cancelled.
- SACSCOC and hiring – The presented document, including a link to the SACSCOC manual, is available on Blackboard.

8. Staff Congress Report (David Flora):

- Congress met on Tuesday, February 1st. This time frame isn't accommodating to the Senate and reports. Representatives are being polled and that meeting time may be changed according to their bylaws.
- Staff members are encouraged to complete the Covid survey. It is in the portal. There will be new prize drawings in the coming weeks.
- PG 48 revisions were approved. This lifts the monthly cap for vacation in favor of a yearly cap.
- A concern was raised by a representative that MSU was still using 2013 Cooper data for hiring their employees and set salaries. This makes it difficult to hire and retain quality personnel. Dr. Atkins said she would pass it along to the administration for action.
- Formation of ad hoc committee to examine how staff who have teaching in their job descriptions can get evaluated for that part of their job. Lora Pace will chair the committee with Senator Boram acting as faculty representative. They are charged to deliver recommendations no later than the regularly scheduled meeting in June.
 - David Long – This has been a problem. Most of staff that are teaching have never been evaluated. He is in solidarity with David Flora.

9. **SGA Report (Emily Wiley, President):**

- Reading Days Proposal – That has been finalized. It has two proposals on the same document. One is a Reading Day with no assignments due the Monday of finals. It would just be a free day for students. No exams. The Registrar would have to restructure how finals week works. The second proposal would be that Thursday and Friday before finals week would be Reading Days. This cuts into instructional days. Academic issues should weigh in on this. They can go over that proposal and have a discussion with SGA.
 - Academic Materials & Bookstore – There are materials, in particular lab manuals, that aren't being sent to the bookstore. This is especially a problem for students with financial aid. They cannot get their lab manuals unless they pay with cash or check in Lappin. Students with financial aid need to have the opportunity to get their materials in the bookstore so they can use their financial aid.
 - Wi-Fi – The issues with Wi-Fi are worse this semester. She has been working with IT to help identify and resolve these issues. This is a campus wide issue. Everyone should be aware that students may have issues taking tests and doing assignments.
 - The university has given the students the resources they need but students don't know how to find them. There should be a way for students to get all of this information in one place that is easy to find.
 - Annie Adams – Can Faculty Senate and SGA work together to get a forward-facing web page with this information? We could then encourage faculty to have a link to those resources as standard in the syllabus template.
 - Nettie Brock – We could add an auto button on Blackboard like we have library button, etc., that takes us to one website that has links for everything else. There are already things in our website that are embedded that update every year. It seems like the easiest way.
 - Student engagement has been extremely low. They are trying to get student organizations revitalized. Hopefully this will help break up the Covid fatigue.
 - Thanks to Dr. Norman for everything you've done to support our students' mental health.

10. **Faculty Senate Committee Reports:**

- **Executive Committee (David Long):**

- SACSCOC Report – When will we see it? – Not a discussion but a request. Could we please see it?
- Report of the Ad-Hoc Faculty Workload Calculations Committee (Mike Kessinger presented) – The Power Point presentation and related documents are available on Blackboard. The committee has passed this to the Faculty Senate for consideration.
 - Dirk Grupe – The labs are not fully compensated. The curriculum needs to be revised so the labs are part of the lecture; or, the university needs to give full workload because the lab is a lot of work. – Mike Kessinger – This was communicated in the committee by various departments as being an issue.
- **Academic Issues (Nettie Brock):**
 - The committee met last Thursday
 - Discussed briefly that SGA withdrew their resolution on double dipping and are also moving it off their agenda.
 - Reminder – the 50% rule is dead – We don't need administrative approval to make curriculum decisions. David Long asked that the committee get together with the Provost on this issue so it can be put to rest.
 - Latest on census and/or attendance – People got confused if both were required. They wanted to know the importance. Everyone is reminded this census is for administrative purposes. Also, the add/drop day was really close to the census/attendance due date, which, along with the snow, made it difficult.
 - Annie Adams (question for Provost) – The census is important for Title 4 funding. There is a messaging issue. Could we prioritize that piece and would Dr. Norman work with them on that? Yes, Dr. Norman said he would work with them on the messaging piece. Dr. Norman wants every one to understand that the census is centered around financial aid. We have to report back to the government that indeed the students are actually in the classes. It must be timely and accurate so financial aid is distributed correctly and students are not dropped.
 - Kim Sharp – Reported a glitch in the census. All sections were in one on the census but she certified them only to receive a not so nice email that she hadn't done what she needed. She ended up doing the same census 10 times. She

hopes this glitch is resolved. David Long also had an issue of the census not recording. He too received a not so nice email or two.

- Covid Protocols – Where are we? – They received an email that they should get a Covid test after they were in close quarters with other people for an extended period of time. This was basically all of their classes. The policy in place is inconsistent with the scheduling. Is this a problem across campus?
- Mini Grants – Rubrics for future rounds? How can we make it better? It should be an anonymous committee with a rubric. The chairs and associate Deans could make that part of their annual evaluation process instead of the application process.
- Faculty 180 – What and why we use this? – It is clunky but does the job. More training is needed.
- **Evaluations (Lesia Lennex):**
 - Second Reading on Faculty Evaluation Resolution – The resolution is posted on Blackboard. A friendly amendment was received and accepted. The language was revised. Dirk Grupe made a motion to accept this resolution. Kim Sharp seconded the motion. There was no discussion. All in favor. Approved
 - Faculty 180 for Librarians – Why are we waiting to hear back? – The provost will be reaching out to Dean Gregory to assess the needs of librarians and to accommodate the needs of Librarian's with regards to Faculty 180.
- **Faculty Welfare & Concerns (Katelyn Kaufman):**
 - PAC30 Revision 2nd Reading – This document is available on Blackboard. The amendment starts on line 71.
 - Steven Brigham – Practical Application of 25% rule – This should be considered in the event it is necessary. He presented numbers on what this could look like. There is a problem with the wording. A friendly amendment is needed.
 - Kim Sharp – The university has a precedence for lowering the base salary. So, the above concern is important to be considered.
 - David Long – Do we need to table this issue? Doug Chatham moved to postpone until next meeting. Dirk Grupe seconded the motion. Ronald Morrison wanted the January date considered due to when budgets are decided, which is seldom ever decided by January 1st. All in favor of the delay. The delay was approved.
 - Fast Clock Tenure/Promotion Update – not discussed due to time constraints

– Academic Freedom Issues – not discussed due to time constraints

– **Governance (Julia Finch):**

– Polling Procedures for Voting/Anonymity – Anyone can request a secret ballot at any time for a particular vote. Just want to make sure everyone knows this. These can be set up in advance. David Long advised that testing was done on the electronic voting and it is ready to go live.

– Review of Procedures for Voting in General – Would like to work towards giving all senators, especially new senators, information how things work.

11. **New Business:** None

12. **Old Business:** None

13. **Motion to adjourn:** passed; meeting adjourned @ 17:32 / 5:32 PM

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

<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/2d042c776760103a9ff30050568c70a3/playback>

15. **Next Meeting:** February 17, 2022 @ 15:45 / 3:45 PM

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