

**Minutes of the Faculty Senate**  
**meeting on**  
**2022-February-17**  
**Amended on**  
**2022-March-14**  
**Amended by**  
**Susan A. Perry**

Senators present: Annie Adams, J.T. Blackledge, Robert Boram, Stephen Brigham, Nettie Brock, Nathania Bush, Doug Chatham, Pam Colyer, L. Joe Dunman, David Eisenhour, Heba Elgazzar, Kimberly Fatten, Julia Finch, Dirk Grupe, Timothy Hare, Ahmad Hassan, Alison Hrubby, Amber Hughes, Kouroush Jenab, Nilesh Joshi, Katelyn Kaufman, Michael Kessinger, Thomas Kiffmeyer, Thomas Kmetz, Lesia Lennex, David Long, Ronald Morrison, Roma Prindle, Sherif Rashad, Janet Ratliff, Allen Risk, Kimberlee Sharp, Sherry Stultz, Vijay Subramaniam, Karen Taylor, Wesley White

Senators not present: Steve Chen, Steven Crites, DuWayne Dale, Lloyd Jasingh

President: not present

Provost: not present

Faculty Regent: Annie Adams

Staff Congress Chair: not present

SGA Vice-President: Ethan Wells

Guests: Shannon Harr, Elizabeth Perkins, Suzanne Tallichet, Helisha Teurk

ADS: Susan Perry

1. **Call to order:** 15:45/3:45 PM
2. **Approval of the Minutes of the Faculty Senate Meeting from February 3<sup>rd</sup>**
3. **Announcements:**
  - SGA/FS meeting, outcomes – David Long met with SGA President, Emily Wiley. These were some of the issues/concerns.
    - There are issues with how lab manuals are distributed. It affects students who can only pay via financial aid if it comes from the book store.  
Some are posted on Blackboard, which does not cost the student. Sometimes they are sold by clubs as fundraisers.
    - Students would like to have a means to provide feedback midway through the semester, not just the evaluation at the end. It should be constructive criticism. What does faculty think about this? David Long will bring it up with Academic Affairs.
  - PG48 proposed change – It is in the Senate Blackboard. It only affects 12-month faculty. Please take to your departments for review. Bring the comments back to the Senate.
  - Recognize Timothy Hare for his school spirit wearing the shirt tonight. There are balloons for everyone.
4. **President's Report:** Not present/no report

5. **Provost Report:** Not present/no report. Provost Norman will listen to the recording and respond next week.
6. **Guest Speaker:** Shannon Harr, OSRP
  - He began working at MSU in 2001 in Student Services. Next, he moved to OSRP where he worked for 9 years as Research Integrity & Compliance Director. Formally certified as a Research Administrator (industry test) and certified IRB manager. Now that he is back in the OSRP, he will recertify in these areas. He is a member of Public Responsibility in Medicine and Research. Harr was also an invited speaker at the Animal Use conference and the Human Subject Research Conference. Dr. Bruce Mattingly was his mentor when he previously worked in the OSRP. He also worked with Mike Henson.
  - How can the RCP committee be more involved? – Dr. Henson had regular meetings with the RCP and Harr would like to start that back up. They would discuss funding opportunities, news, etc. There are policies to be reviewed and changed that the RCP committee should be involved in. Shannon Harr wants to build a partnership with the RCP committee.
  - What is Harr empowered to without reporting to an administrator? Harr empowered to do his job. The Provost is his supervisor but does not micromanage.
  - What is Harr’s vision for OSRP? – Harr wants to provide quality services to people on campus. He plans to do this by providing good customer service and that the entire office is trained to do the job. He wants more people to apply for internal and external grants so they can grow the program. Post award training will be reinstated as per the UAR. Harr plans to ensure federal guidelines and policies are in place and followed. He would like join college and department meetings when possible so they can discuss external funding with interested parties.
  - Ronald Morrison hopes the OSRP remembers the departments across campus that rarely get grants. He wants Harr to think about ways to support research that may not be grant funded. Harr advised internal grants, hopefully, can be established/increased for such departments.
  - Timothy Hare has done much grant work over years. He has seen increase in the expectations for the grant paperwork. He hopes that we can avoid shifting more paperwork and budget work onto the faculty. It used to be a part of OSRP. Hopefully we can streamline/reduce paperwork to encourage more participation and funds. Harr will be looking at processes and looking for efficiencies moving forward.
  - Kouroush Jenab wants to know how is money made from F&A spent that goes to OSRP. Harr advised that there is a policy/UAR available online that says x amount goes to researcher and x amount to library, x amount to department, 5% to OSRP and 5% goes to the library. The remaining 45% goes to the general fund. Jenab would like to see that money spent on GAS not MSU. Thomas Kmetz wants to know who determines those percentages, university policy or state law? Harr advised it is determined by university policy and each university has it’s own policy. Thomas Kmetz wanted to let everyone know that Jay Store has been 100% funded over the years by F&A. He would like to see comparison to other states and possible discussions on readjusting the percentages. David Long would like to have that discussion, are we in line with other state institutions?
  - Kouroush Jenab wants to know what the plan is to get more funds and how Shannon Harr plans to do it. He wants to know what kind of help he needs from the RCP Committee. How can it be promoted across campus? Harr will discuss with committee and academic leadership. Shannon Harr will return with more information after these discussions.

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

- Report from MSU AAUP President, Lesia Lennex: David Long advised that the Provost will respond to these concerns at the next Faculty Senate meeting. The related documents are in Blackboard. Lesia Lennex has received concerns regarding confidentiality agreements for search committees. These agreements are similar to the one that came up in April 2021. PG61 covers confidentiality on search committees. Faculty Senate made a resolution against it and the President rescinded the confidentiality understanding. Unfortunately, it has been brought back up again for search committees. AAUP passed a resolution last week to take care of this. Annie Adams, AAUP member, has been contacted by many faculty members regarding the search committee confidentiality agreement. She advised we are not following the policies other state universities are following. The new agreement allows for viewpoint discrimination. It contains disciplinary threats. This doesn't allow one to report infractions. They can never speak. Only chair and hiring supervisor can speak. Complaints, even EEOC, cannot be made under this agreement. This guards the supervisors but doesn't guarantee state and federal mandated whistle blower protections. This seems to have occurred when persons complained about the broken process. This applies to all university employees even if they haven't seen or signed off on the policy. Lesia Lennex shared the AAUP document in April 21 that says these confidentiality agreements are not legal. Lennex presented the latest AAUP Resolution passed last week (posted in Blackboard). Annie Adams advised that the SACSCOC report states that hiring committees are functioning as they should. So why are returning to this confidentiality issue? Lesia Lennex said there is some legally troubling language in the confidentiality agreement. Please review these documents, ask questions and determine if Faculty Senate wants to take up the issue. David Long advised this will be discussed at the next Faculty Senate meeting.

8. **Regent Report (Annie Adams):**

- President's list of accomplishments – Satellite/Antenna and SACSCOC report
- Changes in OVC – Murry is leaving the OVC. Next year MSU is the only school in the OVC in Kentucky
- CPE Strategic Plan – The CPE has released its new strategic plan.

9. **Staff Congress Report:** David Flora not present, David Long read report, which was posted in the chat box.

- Staff Congress met with the President to discuss future raises and the new version of PG48.
- The monthly cap on vacation accrual was lifted, giving staff some added flexibility using earned vacation time.

10. **SGA Report (Ethan Wells):** Campus improvements – SGA is working to improve campus. They are responsible for the Bell Tower bells being fixed.

11. **Executive Council Report:**

- SACSCOC report is now released and on [mymoreheadstate.edu](http://mymoreheadstate.edu).
- Discussion of Report on Faculty Workload – What are the next steps? Dirk Grupe recommended discussing it further in Senate. It needs to be adjusted for labs because many are being cheated out of pay and working for free. It's not acceptable. David Long has also expressed this to the Provost and hopes he will address it at the next Senate meeting. Julia Finch agrees there should be more open communication regarding labs. It still affects Art and Design and Music, Theater and Dance.

12. **Executive Council Committee Reports:**

- **Academic Issues (Kouroush Jenab):** No meeting or report. Will be meeting with the Provost next week regarding the 50% rule.
- **Evaluations (Lesia Lennex):** No actions/resolutions this week.
  - Lesia Lennex asked David Long if there were any updates on dean evaluations. He thought they were happening this spring, but does not know for certain. He asked the Provost to respond at the next Faculty Senate meeting. The link to master schedule has been placed in Blackboard. It shows when evaluations should occur. Dean evals are not on the schedule.
  - Personnel action calendar – Please send any suggestions to better align this with the tenure process so a draft can be built and presented to the Provost.
- **Faculty Welfare & Concerns (Katelyn Kaufman):** PAc 30 revisions were made to clear up the confusion regarding the budget for raises.
  - Steven Brigham never had a cost of living raise with the exception of a small bump a year or so ago. What is the normal timing, when would we know the budget was there? When is budget set? Annie Adams advised that the proposed budget is approved by the BOR in August; however, there isn't a board approved budget in August. One advised that she was notified when she received her re-appointment letter.
  - Katelyn Kaufman – Is January 1<sup>st</sup> acceptable or possible? Lesia Lennex suggests – Jan 31 might be a good day, we should have heard from state by then. Mike Kessinger clarified when the evaluations occur in relation to funds being approved. The committee will discuss the date further. Ronald Morrison wants to the Provost to weigh in before voting. This will be tabled until the next meeting.
- **Governance (Julia Finch):**
  - Academic Appeals Committee membership update – Steven Chen is stepping down from the Academic Appeals and Governance committee. The Governance subcommittee has approved it. The appointment of Olivia Njoroge to finish the remaining 1-year term has been approved.
  - Faculty interest survey will be released on March 21<sup>st</sup>. Send any suggestions for updates to Julia Finch.
  - Ad Hoc committee meeting with Provost on March 10<sup>th</sup> to discuss what structure is in place to make committee appointments.
  - Department and Senate terms switched from 3 to 2 years. This means people from the same departments are cycling off at the same time. We may need to start one of the replacements with a one year only term to avoid this happening again.

13. **New Business:**

- The response to the President's meeting regarding the Faculty Regent will be presented at the next meeting.
- Dirk Grupe updated the Faculty Senate web page. Some photos are missing. If you want your photo on the web page, please send it to him.
- Kim Sharp will be out for Posters at the Capitol. Will the comments regarding the Faculty Regent be in the Communications Report? David Long advised they will be.

14. **Old Business:** None

15. **Motion to adjourn:** passed; meeting adjourned: 17:17/5:17 PM

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

<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/79f25d1c7260103abffa00505681acf4/playback>

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

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