

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

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

Senators not present: Nathania Bush, Steven Crites, DuWayne Dale, Julia Finch, Alison Hruby, Michael Kessinger, Janet Ratliff

President: Not present

Provost: Anthony Norman

Faculty Regent: Annie Adams

Staff Congress Chair: Dave Flora

SGA Vice-President: not present

Guests: Max Ammons, Joel Pace, Gilbert Remillard, Suzanne Tallichet

ADS: Susan Perry

1. **Call to order:** 15:46/3:46 PM
2. **Approval of the Minutes of the Faculty Senate Meeting from February 17<sup>th</sup>**
  - Steven Brigham advised the minutes should be corrected to say Steven Brigham never had a cost of living raise with the exception of a small bump a year or so ago.
  - All in favor to approve the minutes with the amendment above.
3. **Announcements: David Long**
  - Max Ammons, Dean of Students, was lambasted during a campus event this past week. We want to commend Dean Ammons, Russ Mast, and the rest of the Student Affairs staff for their calm handling of those kinds of situations.
  - Senate will next convene March 31 (3rd Thursday is spring break) – no meeting during spring break. Let's try to get any business done during this meeting.
  - Xavier Scott advised there is a Quality in Action conference. The link will be in the chat and on the updated agenda.
  - Mid-term Grades due at 11:59 PM on Thursday, March 10
    - Kim Sharp thinks the deadline seems early. They are usually due the Monday following mid-term week/after the weekend. With mid-term exams next week, it will be difficult to get grades in when her last exam is 3:00 PM on Thursday.
4. **President's Report: Not present, no report**
5. **Provost Report: Anthony Norman** – Dr. Norman apologized for missing the last meeting.
  - My Progress Tool – There is more information in the Provost's Monday email. It will help with planning future courses for students. It will let us know what courses need to be offered
  - Confidentiality Agreement – Lesia provided information to the Provost. He researched the issue as well. There were new agreements for IT, etc. but it was pulled back. However, the most recent agreement is different. It has been around since 2019.

Provost Norman says it is in line with confidentiality agreements used by our state peers. In a Faculty Senate discussion, he thought there was a breach of confidence so he consulted with HR. He also has gone to general counsel to make sure the form being used is ok. The newer form has been cleaned but older forms are still floating around. Regarding consequences for not signing form, there is no mandate to serve on hiring search committee. If you don't sign you won't be forced to sign the agreement but you also will not be allowed to serve on the search committee.

- Terminal Degree Document – When Dr. Norman began as Provost there were some hiring and faculty credentialing issues. There were misunderstandings and misinterpretations of faculty credentialing versus hiring people into tenure track positions. This resulted in evaluation and creation of a document to provide a concrete attempt to reach a consensus on terminal degrees. There are exceptions, and where possible, these have been included in the document/process. In addition, SACS asked us to provide our process for determining if people are credentialled to teach their courses. Also, would their degree be terminal in that area so they could be tenure track in that department.
- Dean evaluations – These happen annually in line with the staff evaluation timeline. He advised the deans submit self-evaluation document, then have a conversation with the Provost, then the evaluation is completed and reviewed with each dean, then submitted to HR. Provost Norman will follow the same process this year.
- Administrative turn-over in Dean searches – Deans have had a quicker turn-over than ever before and he doesn't expect it to change any time soon.
- Scott Davison is stepping down from Dean of Caudill College.
- Dean search for the VCoE. Provost Norman has accepted the search committee's recommendation regarding the number and names of candidates they want to bring to campus. They will be coming to campus for interviews shortly after spring break.
  - LevelUp – We are trying to continue training and stipends to support it. CPE has begun a new graduate profile initiative. They have embedded this initiative into their new strategic plan. All of our LevelUp outcomes are part of this profile because our early LevelUp planning folds right into that work. We're ahead of others in the state.
- Met with Academic Issues Committee, Kouroush and Nettie regarding the 50% rule. They will be working together on it.
- The Provost will be meeting with the Faculty Governance Committee on March 10<sup>th</sup>.
- He is working with Lesia Lennex/Evaluation Committee to meet and discuss their ideas.
- Nettie Brock – Could we get a one-page instruction sheet about how to use the My Progress tool? Provost Norman advised he can get that for everyone.
- Suzanne Tallichet is very disturbed by the confidentiality agreement – disturbed by some of Dr. Norman's remarks. What she said about the candidate she learned from the candidate himself. She doesn't feel she spoke out of turn but was told that she did. Not signing the confidentiality agreement and thus not serving on the search committee is not shared governance for all. That's shared governance for some. She finds that very objectionable. This agreement restricts anyone not on committee from taking about them at all. Her personal business was apprehended in a monitoring of her MSU email. It was with regards to her money and the Howell McDowell building discussed it. She found out when someone was offering their condolences. She heard that there was idle chatter and gossip about a person dying in her family which resulted in her inheriting

- money. Confidentiality is a two-way street. Provost Norman was not aware but offered to address if Suzanne wants to discuss it with him more.
- Annie Adams – This is to provide a little bit of context since Dr. Norman is new to the Provost position and climate. Annie has had two different faculty members ask to view the SACSCOC report from her computer because they were afraid to view on their own computers. This is the climate people are living in. The problem with the confidentiality agreement is there is no off ramp for a whistle blower. It is not addressed in Provost comments and someone cannot do an EEOC complaint. Annie outlined what has been happening with pay of Associate Deans, etc. There have been repeated instances of both faculty and administrators being harmed by decisions in certain offices and its never rectified. Persons are repeatedly put in positions to fail. They are not given adequate information. They are used as a human shield for decisions they themselves did not make. Then they're left to answer without adequate knowledge. This destructive behavior has to end. She does not blame Provost Norman. She further discussed the issue of terminal degrees. Why does one need a terminal degree to be full when the previous two previous Provosts were not full? The current associate Provost is not full. Both of those positions are higher ranking than Dean. It depends on their usefulness to the highest echelons of Howell McDowell. If you dare say something you are brought up and being told that you are speaking out of turn like Dr. Tallichet was for having dinner with an employee. It is not towards the Provost. Annie Adams hopes they can work together. Academic Affairs needs to function and we're being kept from functioning. Provost Norman stated he is determined to have a collaborative and strong communication relationship. He wants to rebuild trust and move forward.
  - Wesley White –Confidentiality Agreement – The problem is this particular agreement is very rigid and vague. Most faculty in the psychology department is on the search committee and no one wants to sign this confidentiality agreement. We feel compelled to sign it and submit it because HR will not release the applications they currently have until everyone does. It puts them in a difficult position. Some have signed it because psychology is in desperate need for two faculty lines. He suggested having them abide by the HR search committee training principals because it discusses confidentiality. You should start with that because it has been vetted and you can get the commitment that you need. This document that they received is not good and feel they are returning them against their will. Provost Norman agrees with the search committee training being used as the agreement. It may be a possible direction we can move to.
  - Kouroush Jenab – Wanted to follow up on issues from their meeting regarding the 50% rule as well as class technology and lack of equipment. Provost Norman advised he has it on his list but does not have any follow up yet.
  - Ronald Morrison –He has concerns about shared governance on campus. The issues brought up, confidentiality agreement, terminal degree document, the dean evaluations, faculty should have some input into these processes. They're given the confidentiality statement to sign but were they ever allowed to comment on how that process was developed? Ronald Morrison has no knowledge of that. Faculty need to be consulted with these issues. If you haven't read the Herald Leader today, take a look at it. I am not sure confidentiality agreements really have teeth legally. He agrees with Dr. Adams about reporting ethical issues.

- Provost Norman thanked everyone for their time and advised to email him questions and comments. He can come back to the next Faculty Senate meeting and address anything that was missed.
- Lesia Lennex – She sent an email just before this meeting started. She advised that AAUP is willing to work with Provost towards having faculty input and that Faculty Senate is very willing to work with him as well. She likes Senator White’s suggestion regarding search committee training.

6. **Regent Report: Annie Adams** – March 31st is the next Regent meeting.

- Annie Adams received an email from her Dean on March 14, 2022. She was informed that her spring schedule needs to be altered because her Dean was informed according to MSU’s legal counsel, the university now views the release time from teaching that is afforded to the Faculty Regent to be in violation of KRS 164.330, which talks about drawing a salary for service as a member of a state board. This has been allowed for decades, but that is no longer allowable according to this recent decision by our University Council. Dean Davis argued against this questionable interpretation, setting past precedent, but was told we do not control the law and the university attorneys rule that we’re out of compliance. He was advised to remedy this immediately by giving her a second term course starting on March 9<sup>th</sup> to make us in compliance. On March 2<sup>nd</sup>, she was told they were able to defer the implementation of the new rule until the fall semester. Since there were no classes available for fall, Annie Adams offered to teach an open section of FYS. She outlined ways this would benefit everyone. However, she was directed back to creating an English 100 section, not being allowed to teach a section of FYS. Adams question posted to the Senate floor: why is a faculty regent, who has newly been informed that she must now, contra decades of past practice, teach 4 courses per term, is being barred from teaching an open section of a freshman orientation class that she, as a tenured full professor, has every credential and qualification to teach? Dirk Grupe asked what the difference was in the Staff Regent getting paid and the Faculty Regent getting paid. He added that the Faculty Regents get release time because it’s part of a job to do this. She has to talk with constituents when doing this and that is what she gets the time for. Presidents of Faculty Senate get release time. And then the question is if this is a problem because she gets paid for being on the board, then why does the Staff Regent get paid for the same thing? The Staff Regent doesn’t have to do work during the time when he or she serves on the BoR or speaks with constituents. And the funny story is that this happens right after President Long and President Elect Finch had to talk with our President. It’s a kind of coincidence. Annie Adams – It also comes two weeks after she introduced a discussion of the confidentiality agreement that we all agree is problematic, especially from a legal viewpoint. Now we find out a few days ago that the University Council, who’s been working here for decades now, just decides that we are in violation of a state statute that has not changed and must change it immediately. We are repeatedly told that there is no way to harm faculty or that people will be retaliated against. Annie Adams is the first female regent they have had in some time. So, all of the male regents get some time off but all of a sudden, the mouthy woman needs a separate course. There will be more information on this on March 31<sup>st</sup>.

7. **Staff Congress Report: David flora, chair** – met March 1st @ 1:00 pm.

- The Credentials and Election sub-committee is preparing for nominations and election of seven new members for three-year terms along with officer elections

- Ad hoc committee on evaluation for teaching staff has met and is in discussion with professional advising leadership on recommendations of how teaching evaluations could be included with staff annual evaluations.
- There was a motion to change the terms chair and vice chair in the Constitution bylaws to President and Vice President. The motion passed and Secretary Scott has agreed to be in charge of collecting the needed signatures.
- Dr. Adrian Mandzy contacted David Flora to discuss the possibility of Congress forming a resolution to condemn the violence in Ukraine. David Flora has been in contact with David Long and Emily Wiley regarding a joint resolution. However, time is short and it may not be possible. It was noted that we do have Russian and Ukrainian students and suggested that the language may need to be changed to reflect the Russian Government rather than Russia as a whole.

8. **SGA Report: Not present, no report**

9. **Executive Council Report: David Long**

- David Long tweaked the language of the proposed resolution on the Russia / Ukraine war. He read the proposed resolution (located on the second page of the October 3<sup>rd</sup> Agenda) to the Faculty Senate. David Long advised this statement is largely symbolic but important. Dirk Grupe and Timothy Hare commented in support of the resolution. Dirk Grupe made a motion to accept the resolution. Ronald Morrison and Karen Taylor seconded the motion. All were in favor; none opposed.
- David Long read his statement regarding the January 27, 2022 meeting he and Senator Finch had with the President (1:07:18 in 3/3/2022 FS meeting recording).
- UAR 334-03 will be sunseting – Some of the Senators provided feedback to David Long. They wanted to know in terms of bringing someone back, what are the guidelines? This UAR has to do with phased retirement related to faculty. March 11, 2022 is the deadline to respond to the President. Send any concerns about this UAR sunseting to David Long and he will express them to the President.
- SACSCOC report .pdf - We appear to have seen only the 2nd part of the report. Is there a part 1 and when can we see it? – David Long asked the Provost. Provost Norman said he'd look into it. David Long expressed that it should be posted somewhere for people to read and download it.
- Some senators feel Faculty Senate is being stalled. Timothy Hare said it seems whatever resolutions or PAC's we've put forward have gone into the ether and its forever, if ever, that we actually hear about anything. Where do they go and why don't we hear back? They seem to stop above us. Lesia Lennex said until this last resolution, it has been an average of 6-8 months to hear about any given action and then not in writing. That is over about a 3-4-year period. Annie Adams has seen that Senate puts forward vetted items but when there is a problem it is very vague. Faculty Senate is working in good faith but when we put forward verifiable information it seems that either the terms of the debate are ended ore we're told that there's something implied without seeing what's on there. Or there's a new discussion the fact that something is confidential and we shouldn't have discussed it in the first place. Nothing is out in the open. We cannot move forward if we do not have shared facts. Dirk Grupe said he noticed this stalling tactic when he was Faculty Senate President. He and Julia Finch worked with Greg Russell on the FYS committee. It didn't go anywhere; there's no decision. They're still stalling. Timothy Hare does not have a problem working with people with whom he disagrees. If we are putting forward resolutions or pack revisions with which others

disagree, that is not the problem. The problem is the lack of communication about this. He is happy to work with the Provost and anyone in upper administration to work through any disagreements. We can do this professionally. Provost Norman said as far as he knows, all resolutions he received he'd responded to. Let him know if he has missed i. David Long wants to go back and build a spreadsheet of all the legislation that we put forward and what happened to it. He feels there has been movement on these issues with Provost Norman.

- Administrative continuity – yet another Dean change – No comments or questions.

#### 10. **Executive Council Committee Reports:**

- **Academic Issues: Kouroush Jenab**

- 50% Rule – They met with the Provost's and Academic Issues Committee last week. They wish to work with the Curriculum Committee and find out a way to get out of this issue soon.

- **Classroom technology / lack of equipment** – The Provost has a plan to resolve these issues.

- SGA reading days proposal – They are inviting SGA to their meetings to discuss reading days and to find a way to accommodate them.

- **Evaluations: Lesia Lennex**

- They want to better align the Personnel Action Calendar with the Tenure Track Faculty Evaluation. They wish to meet with Provost before bringing it forward to the Senate.

- UARs – Lesia Lennex is happy to see the UAR has been brought with an adequate timeline for comment. Since June 2021, there were at least four UARs that were never brought to Faculty Senate for any kind of comment. We also know about two additional. One was about the animals on campus. It was not given to us with time for comment. Our comment was not reviewed on the other one regarding staff increases. It was not brought to Faculty Senate because it had 'staff' on it.

- **Faculty Welfare & Concerns: Katelyn Kaufman**

- The committee did not meet last week but are continuing to work on PAC 30.

- **Governance: Doug Chatham**

- There is an upcoming meeting with the Provost.

- They will be looking at the Academic Appeals Committee description which currently refers to positions that no longer exist such as the Associate Provost for Research and the Dean of the Graduate School. They will also look at the rest of the description for any other needed changes. and other needed changes. Lesia Lennex asked if he knew the timeline for sending out the Faculty Preference Survey for committee. Chatham does not know for certain but thinks right after spring break.

#### 11. **New Business:**

- Mask requirements are being phased out. David Long asked for time to discuss with Faculty but the President did not allow time for that. Kim Sharp said that KCTCS no longer requires masks effective 3/2/2022. Several districts, including Johnson County, Mason County, Raceland-Worthington, also no longer require masks. This morning she found that Rowan County Middle School is mask optional. She has heard the students are confused about where they have to wear their masks.

- Steven Brigham wanted to clarify that the President did seek input from various people across campus last Friday. He can't speak to the other individuals queried, but as a faculty member, the President asked his opinion. So, he has been collecting information. Karen Taylor is concerned with safety. She undertook face-to-face teaching this

semester after hearing masking would be continued. How will that change if we pivot to not masking in the classroom? She has three risk factors for Covid. She was willing to take the risk knowing she was going to be in a masked classroom. Things change when 24 students are crammed into a classroom and you don't know their vaccination status. Talking of resolutions that never got answered, our vaccination resolution never got answered. David Long said that resolution was stalled/rejected. He further understands from the meeting yesterday that once this goes off, you're on your own. If there is clarification to that, or if the President would like to come and speak to the Faculty during Faculty Senate, we certainly welcome him to do so about these concerns.

- Lesia Lennex posted the CDC website in the chat. We're supposed to be following their protocols. Red means you are supposed to still be masking indoors, including hallways. Currently, Rowan County is still in the red.
- Lesia Lennex advised the website revision will come up this fall. She is asking for Faculty Senate input on behalf of Dirk Grupe. He will be working with Rhianna Robinson. The Staff Congress is also being revised. The goals are to make them more consistent with one another. They want to include information, links, and better ways to integrate the information for communication across campus about policies, things we're doing and ways to get involved. Send all suggestions to Dirk Grupe by the Friday, March 25, 2022, which is the Friday after spring break.su website revisions.
- Dirk Grupe advised the issue with the names on the photos is a software issue and Rianna cannot fix it.

12. **Old Business: None**

13. **Motion to adjourn: passed; meeting adjourned @ 17:24/5:24 PM**

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

<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/ee250e357d60103a8a8e0050568c3ae2/playback>

15. **Next Meeting:** March 31, 2022 @ 15:45 / 3:45 PM

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