

Communications Report of the Faculty Senate meeting on 2022-March-03

Written by Communications Officer Dr. Dirk Grupe

1. **Meeting start:** 15:46/3:46 PM
2. **Approval of the Minutes** of the February 17, 2022 meeting: Senator Brigham requested a correction to the minutes regarding that he received a raise while he has been at MSU. Otherwise Senator Brigham made a motion to approve the minutes, seconded by Senator Grupe. Senator Brigham wanted to clarify that he did not have a normal meeting with his supervisor or a cost of living or merit raise which was what he got at every other university he was at, just the \$1200 that everybody got in 2021. The minutes were approved as amended.
3. **Announcements (03:40):**
 - President Long wanted to commend Max Ammons our Dean of Students. A few weeks ago there was an event by a student organization held at the little theater at ADUC in which Max Ammons had to step in and had to reminded the participants of this meeting of the University's policy on mask wearing. This highly polarized student organization however put Max Ammons into a bad light and here we wanted to commend Max Ammons as well and Russ Mast and the rest of the student affairs staff for calmly handling the situation. Regent Adams described the situation where Max Ammons just asked the participants in that meeting that we have a University policy so please put on a mask. He handled the situation very professionally. The article then posted was just comments on mask policy in general and it was an attack and poorly done. Regent Adams concluded that Dean Ammons behavior was exemplary and a body like Senate should comment this. President Long agreed that in every meeting he has been in with Max Ammons has has been exemplary professional. Senator Grupe also said that any time he has worked with Max Ammons that he has handled situation really professionally. The link to the video can be found here: <https://www.campusreform.org/article?id=19029>.
 - Because our next official meeting time will be during Spring Break, we will have our next Senate meeting two weeks later on the 5th Thursday of the month, March 31. President Long suggested to get as much done as possible today and on March 31 and then on the following Thursday, April 07 we could have a guest speaker etc if necessary.
 - President Long was approached by Xavier Scott that there will be a Quality Matter Conference on April 29. President stated that this can increase the quality of online classes. <https://web.cvent.com/event/aa53117e-7bbc-4036-9488-8053b05e1fb2/websitePage:f630339c-f10c-4658-b19e-27f14a64c23a>
 - Midterm grades are due on Thursday, March 10 at midnight. Senator Sharp remarked that this date is awfully early considering that this is before the weekend and that many midterm exams are due that week which seems to be impossible to get the

grade in on time with this deadline. In particular Senator Sharp pointed out that her last midterm exam is over at 3pm/15:00 on that Thursday. Senator Grupe confirmed Senator Sharp's recollection that midterm grades were always due the Monday after the midterm week. He also said that the reasoning for the deadline on the Thursday may be that the second half semester courses are starting that day. President Long said that this has to be a conversation we need to have with the provost, who can not be here today. (comment: The provost actually listened and shifted the deadline to Monday March 14)

4. **Presidents Report:** No report, Dr. Morgan was not present
5. **Provost Report:** (Dr. Norman, 12:00) Provost Norman gave a longer report in which he addressed several items discussed during the last meeting at which he could not be present. Provost Norman apologized that he could not be at the last Senate meeting because he had to help his children to move to Morehead. He said that he will go now point for point over the questions from the last meeting.
 - There is a new student planning tool, called "My Progress" which has just been launched. There will be an email next Monday that will have also a video that describes the process. This new tool will help students planning their schedules in the future and will also help with advising.
 - Provost Norman raised the issue regarding the "confidentiality agreement" for search committees. Provost Norman also mentioned that Senator Lennex reached out to him to explain the situation about the "confidentiality understanding" we had to deal with last year. That "understanding" was pulled out last year. The new one however is in place for position searches and it has been around since 2019. This in is in line with other of our instate peers. Provost Norman mentioned a Faculty Senate meeting in November where a faculty member who was not on a search committee revealed things that could have been only known to members of that search committee. Provost Norman then went to HR to ask if there was a breach in confidentiality by a search committee member. Provost Norman mentioned that this confidentiality agreement has been in place for search committees for a while, but it has not been strictly enforced by HR. Now it is enforced. Provost Norman has spoken with HR and the general council regarding the clarity of the form. This is also the reason why there are several version of the confidentiality agreement depending on the time the search was performed. It is simply from improving the clarity of the form. Provost Norman also made it clear that there are no consequences for not signing the form for promotions, however the person can then not serve on the search committee. Provost Norman expressed that serving on a search committee is part of the Shared Governance process. Again, nobody will be forced to sign this form.
 - Provost Norman then talked about Terminal Degree documents. He said that he ran into some issues when he became provost last year. There are some misinterpretations of faculty credentialing vs hiring people into tenure-track positions. We have some programs where we do not have clear indications what a terminal degree is. Provost Norman has reached out to the colleges and departments where this may be an issue. We do have a process in place where exceptional backgrounds and experiences

can be used to support strong hires. SACS-COC ask to provide documentation to determine whether people have credentials to teach courses, but not so much about the correct terminal degree for hiring a new tenure-track faculty member. As an example Provost Norman said that he has enough hours to fulfill the criteria to teach a course in counseling but he has not the terminal degree to be a member of a counseling department. So there is a difference for somebody teaching a course because they have the expertise and a person being eligible within that field to be hired into a position.

- About Dean Evaluations Provost Norman remarked that these happen every year. This is a self evaluation document based on goals that were set at the beginning of the academic year. This is then used as an administrative performance evaluation. Provost Norman is following the same process as it has been done by former Provost Russell the previous year.
- Provost Norman then addressed the issues of administrative turnover and dean searches. Provost Norman did some research on the longevity of dean's and provost "lives". Prior to COVID, the average "life" of a dean was about 4-6 years in that role. However, now for all administrative lines this has decreased to about 2-3 years. From experience Provost Norman remarked that what he is seeing in particular in Kentucky is more like one to two years for deans and provosts. Regarding to Morehead Provost Norman mentioned that the Dean of the Caudill College Scott Davison is stepping down after being in this role for two years rather than continue to the end of his third year. Scott has been a great advocate for his faculty and his college and Provost Norman stressed that it has been great working with Scott Davison. Provost Norman really regrets this decision, but he also pointed out that everybody has to see what is best for them for their personal and professional goals. Provost Norman then also mentioned the ongoing search in the Volgenau College of Education. Provost Norman just accepted the number of names of the candidates to bring on campus recommended by the search committee lead by Johnathan Nelson. It is expected that the candidates will be coming to campus shortly after Spring Break.
- Last but not least Provost Norman mentioned the QEP LevelUp initiative. We will continue with the training and modest stipends for those participating the this initiative. As Provost Norman pointed out that the SACS-COC report was speaking highly of our QEP initiative.
- Provost Norman has also worked over the last few weeks with several Senate subcommittees. For example he is working with the Academic Issues committee on the 50% rule to try to find a way forward. He will also meet with the Governance committee on March 10. Also meetings are planned with the Evaluations committee

Provost Norman then open the discussion with Senate:

Senator Brook requested a one page description of "My Progress" that describes how to use this tool which could be used for advising and which would make it easy to send out to all students. Provost Norman promised to take care of it.

Sue Tallichet as a guest (recognized by President Long), who spoke in Senate in November regarding the hiring process in her college, addresses the question regarding the confidentiality agreement. Dr Tallichet clarified that what she said back in November about the

candidate did not come from a leak in the search committee but was what she learned for the candidate himself. Dr. Tallichet was very concerned that the new confidentiality agreement will only allow a group of people who sign it to be on a search committee which is very objectionable and really isn't Shared Governance. This confidentiality agreement would eliminate the information available about the candidate. As an example Dr. Tallichet brought up an example from a search on her department in 2018 of a VAP where until the Fall nobody even knew about it. Dr. Tallichet was also concerned that her email have been monitored. She mentioned an incident where a family member had died and a week or two later somebody said, sorry for you loss, but she had not told anybody on campus about this. Dr. Tallichet was very concerned about confidentiality here. Dr. Norman responded that this was new to him.

Regent Adams remarked that she had several people on campus who asked her to see the SACS-COC report while it was still up, because they were afraid to be monitored by the University which shows the climate we are in. Regent Adams also pointed out that with the new confidentiality there is no whistle blower protection. She then pointed out a mistake by HR done with the previous dean of her college who after somebody embezzled \$200000 stepped down, but still kept a pay raise of \$17000 to his base pay. We have repeated instances where both faculty and administrators are harmed by decisions in certain offices which have never been rectified. This is not faculty vs administration. Regent Adams expressed the she is appalled by the administrator in her college now not getting anything and that is perhaps the reason why Scott Davison is stepping down as dean. The University is repeatedly putting people in position to fail, but not giving them the support and information they need. They are put into a position of being a human shield for decisions they have not made and then they are left of answer to problems without adequate knowledge. This is a destructive behavior that needs to stop. Dr Adams also made clear that this is not to blame Provost Norman. Regent Adams also pointed out that requirements for positions are not consistent. Sometimes a dean position has to be a Full Professor some times not, the two previous provosts and the current associate provost were/are not full professors, and these are position above the deans' level. It depends on who the person is and their usefulness to the highest person on campus. Regent Adams expressed her fear that that same that happened Dean Davison might happen to Provost Norman which she hopes will not happen. Academic Affairs need to be functional. Provost Norman responded that when he is confronted with problems like this that he is looking at when this happen and if this was after July 01 2021 after which it would be on his watch. There has been a lot of history here, but he is determined to have a collaborative communication relationship. We have to rebuild trust so we can start moving again. President Long agreed to that, that we are moving forward to work together to make this a better place which is shown also by the participation of the provost in these discussions.

Senator White thanked Provost Norman for being here and he described a situation which has raised concerns in search committee in the Psychology Department where he is the committee chair. He said that confidentiality in a search committee is not the problem and the issue is not signing a confidentiality agreement. However, the problem is this particular confidentiality agreement. It is very rigid in places and in other it is very vague. Nobody on the search committee wants to sign this agreement. The committee came up with a long list of concerns regarding this agreement. So the problem now is that HR will not release

the information about the candidates until everybody has signed the agreement. This puts the committee into a very difficult position. The department is in desperate need for the two positions they are searching for. Senator White suggested to follow the training for a search committee because part of this training is on confidentiality. He recommended using this. This has been out much longer and it has been vetted. Then you can get the commitment that you need. But the current document nobody will voluntarily sign it. Provost Norman thanks Senator White for the suggestion and he was open to the idea of having people comply with the principles in the training videos.

Senator Jenab brought up another issue on equipment/technology or the lack thereof. Provost Norman responded that it is on his todo list, but he has not gotten around this yet. Faculty needs to be consulted with these issues.

Senator Morrison said that he is very concerned about Shared Governance on this campus. Faculty should have some input into the processes regarding dean evaluations and confidentiality agreements. Senator Morrison pointed to an article in the Harold Leader about KSU administrator who was fired because he violated a confidentiality agreement and was fired for being a whistle blower. However the court decided in his favor. These confidentiality agreements have no legal teeth. These agreements only hinder our ability to point out ethical problems and illegal behavior.

Provost Norman also thanked Senate for their time and pointed out that he will be glad to also answer additional questions by email. Senator Lennex (and AAPUP Morehead Chapter President) said that AAUP is very willing to work with him on the issues above.

6. **Regent Report** (Dr. Adams, 50:50): The next Board of Regent meeting will be on March 31. The full regent report is added to the end of this Communications Report in Appendix A). Regent Adams just received an email from her dean (Scott Davison) that her spring schedule needed to be altered, because according to general council the current course release time of one course per semester that the Faculty Regent receives is in violation with KRS 164.330 which does not allow to draw salaries for services when serving on the Board. This means that our decade-long practice of giving the Faculty regent one course release time is now no longer allowable. Dean Davison argued against this interpretation, but he was told that we are not in control of the law and we need to be in compliance. Regent Adam's dean and associate dean were told that they have to give Regent Adams a second half semester course, and this is because our University General Council just discovered surprisingly that the University is out of compliance with the law. Regent Adams also mentioned that she has been supported by her dean and associate dean and this is not administration vs faculty, this is decisions by the higher administration. Regent Adams also pointed out that the University does not have sufficient enrollment that would justify another second half semester course, just let alone having only one week left before the start of the second half semester to get students into this course. Regent Adams then offered to teach an open section of FYS, which had been already build and would not cost the University anything. However, this suggestion was denied by the upper administration. Regent Adams the asked : "Why is a faculty regent, who has newly been informed that she must now, contra decades of past practice, teach 4 courses per term, 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?" Regent Adams

has the credentials to teach a freshmen class. She asked if now she can not be trusted with freshmen? Regent Adams asked why she is being barred from teaching FYS.

Senator Grupe remarked that this is very strange. The Faculty Regent gets release time to enable him/her to talk with constituents. Also if receiving a salary for serving on the board is a problem then the question is also about the Staff Regent who serves during their work time on the Board. Senator Grupe also pointed out that this is a weird coincident that this "discovery" of the non-compliance just happened to happen a few weeks after President Morgan had a talk with President Long and President-elect (pro tempore) Finch about Faculty Regent Adams. Maybe coincidence but strange that this happened. Regent Adams responded that it is interesting to note that our University council which has been working here for decades has vetted the confidentiality agreement now discovered that the state statute which has not changed that we are in violation with it and this needs immediate action. This violation, however, has been allowed by the General Council for quite some time. Also it is interesting to note that she has been the first female regent for quite some time, so male regents get time off but all the sudden the mouthy woman gets a separate course. Regent Adams said she will have more on this matter at the next Faculty Senate meeting on March 31.

7. **Staff Congress Report** (David Flora, 59:30): Chair Flora reported that Staff Congress met on March 1st. The credentials subcommittee is preparing for nominations to elect 7 new members for a 3 year term. The ad hoc committee on teaching evaluations met and had discussions with professional advising on recommendations on how teaching evaluations for staff could be implemented into the annual evaluations. This is something that is going forward and not just an idea. There has been a motion to change the title of "Chair" and "Vice-Chair" to "President" and "Vice-President". This motion passed and Secretary (Xavier) Scott has agreed to collect the needed signatures. This does require a change in the (Staff Congress) constitution. Also staff congress was asked to pass a resolution to condemn the violence that is happening right now in Ukraine. There were discussion about what this resolution would actually do, because Congress has never passed a resolution like this. Chair Flora has reached out the President Long and SGA President Wiley to discuss the possibility of a joined resolution. It was also pointed out that we have several Ukrainian and Russian students on campus and it was suggested to change the language of the resolution to reflect on the Russian government and not the Russian people. President Long pointed out that we will have a resolution on our agenda and see how the discussion on the language will go.
8. **SGA Report**: No SGA representative was present, so there was no SGA report today.

9. **Executive Council Committee Reports:** (1:03:00) The Executive Council had several items to discuss:

- **Resolution of the Russian/Ukrainian war:** The resolution was written by Adrian Mandzy and Tom Kiffmeyer

We, the faculty of Morehead State University deplore in the strongest of terms the Russian Government's aggression against Ukraine. We condemn this unprovoked attack against a peaceful neighbor and call on Russia to immediately suspend all military activity. We stand with the people of Ukraine and their democratically elected president.

President Long pointed out that this resolution is symbolic, but still important by supporting a nation that has been attacked. Senator Grupe remarked that it is good to focus on the Russian government here and not on the Russian people or students here on campus, because this is not their fault. Senator Hare commented that he supports the resolution, although it is a symbolic act, but still worthwhile. Senator Grupe made a motion to accept the resolution, seconded by Senators Taylor and Morrison, the resolution passed.

- **Statement on meeting with President Morgan on January 27:** President Long presented a statement regarding the meeting with him and President-elect Finch with President Morgan and Provost Norman on January 27 concerning Faculty Regent Adams (see Appendix B). The subject line of this meeting was "General Discussion about Faculty Senate". However, it turned into a 35 minute monologue by President Morgan criticizing Faculty Regent Adams. The picture painted was highly negative and laden with character critiques that we do not share. Why Faculty Senate is involved with this is unknown. The Faculty Regent is an ex-officio member of Faculty Senate like the President and Provost, but not elected by Senate, but by the entire faculty body. This was not a general discussion on Faculty Senate. Most concerning was that the President used term and phrases that disclosed networks of back-channel conversations among university administrators across the state clearly lambasting the Faculty Regent. It ended with President Morgan stating that "nobody wants to work with Faculty Senate". The University President should support the Faculty Regent and not creating a system of animosity. President Morgan offered to work with selected members of the Executive Council. President Long made clear that we meet only as a whole not some parts of the Executive Council. The last time the EC has met with President Morgan was in September 2021 (instead of twice per semester as requested in the Senate constitution). President Long made clear that we want to work closely with Provost Norman and other administrators in good faith and good will to improve the University. President Long also stated that he really did not want to make this statement, but he is very concerned about the overall morale here. He is however confident that we continue to work closely with Provost Norman.
- **Sun-setting UAR 334-03:** President Long asked if there are any concerns about sun-setting this UAR? If not it will be sun-setted. Senator Hare asked about the administration sun-setting a policy for bringing back faculty who retire. Regent Adams clarified that the "phased" retirement that we used to have is no longer possible. The part where somebody continues to teach part-time immediately after

they retire is no longer allowable. There is a certain amount of time that needs to have passed before somebody can come back. President Long asked that if anybody has any concerns about sun-setting this UAR to please send him comments.

- **SCAS-COC Report:** The question is is there a first report, because we have seen only the second part of the report. President Long also requested that the report should be posted as a downloadable pdf. Provost Norman said that he will look into this.
- **Being Stalled by the upper administration:** President Long pointed out that there are a number of concerns of resolutions etc being stalled by the upper administration. We are making progress with Provost Norman. Senator Hare remarked that he has been on Senate for a long time and he has never seen it like this before. The Faculty Welfare and Concerns Committee is working in improving and streamlining policies, but where are these policies and why do we not hear back. It seems like there is a serious problem where Faculty Senate is working but it stops above us. Senator Lennex commented that on any given action it has been 6-8 months to hear anything back. This is very troubling which has been developed over the last 3 to 4 years. Regent Adams pointed out that Senate has done their homework and what we put forward is vetted. However, we are then told vaguely that there are problems. Senator Grupe remarked that when he was Senate President he worked closely with Senator Finch and then Provost Russell together to find a solution for FYS, but this is still not solved and it is still stalling after years. Senator Hare stated that he does not have a problem with having discussions with people with whom he disagrees with, but that problem here is the lack of communication. The problem is not disagreeing on something, but the lack of communication about this. Provost Norman remarked that he was under the impression that he responded to resolutions etc on time, but he also knew that there are some that have been hanging around for a very long time. This is also the reason what Provost Norman had asked President Long to prioritize those old resolutions/actions to see what is still relevant. President Long added that he feels similar to what Senator Hare expressed earlier and that there has been legislation that over the past 2-3 years has been pushed forward but then died on some certain specific administrator's desk. This sense of frustration has been build up. President Long suggested that the Executive Council will work on a spreadsheet that will summarize all legislation and what happened to it. President Long also remarked that there has been movement with working with Provost Norman on some of these issues.

10. Executive Council Subcommittee Reports:

- **Academic Issues:** (K. Jenab, 1:23:50): The committee had a discussion with Provost Norman regarding the 50% rule pointing out that there is no SACS-COC requirement and that CPE has relaxed the rules for programs in 2020. However, Melissa Bell from CPE seem to still insist on this rule. The committee will work with the University Curriculum committee to find ways out of this. The committee also brought up the issue of class technology and equipment and as we heard from the provost he has a plan to resolve this. Last but not least the committee is also working with SGA on the issue of Reading Days.

- **Evaluations:** (L. Lennex, 1:25:20): One item the committee worked on was the Personnel action calendar and how this could align better with the tenure-track evaluations. The committee is working with Provost Norman on this matter. The second issue was regarding timelines on UARs and Senator Lennex remarked that she was very happy to see a UAR today brought to us with an adequate timeline for comments. There have been however at least 4 UARs which have been revised and published without Faculty Senate input. In addition there have been two where we were not given enough times and our comments were not reviewed (e.g. UAR on animals on campus).
- **Faculty Welfare & Concerns** (K. Kaufman, 1:26:50): FW&C did not meet the previous week, but continues to work on PAC 30.
- **Governance:** (D. Chatham, 1:27:30) Senator Chatham reported on behalf of the committee. The committee is looking into the description of the Academic Appeals committee, because it refers to positions which no longer exist on campus. Senator Lennex asked about the timeline for the faculty preference survey for committees. Senator Chatham thought it would come out right after Spring Break (which it did).

11. New Business: (1:29:00)

- As stated in President Morgan's email from the previous day there is a phase sun-setting of mask requirements. President Long noted that he was invited by President Morgan to a discussion on this issue together with Staff Congress Chair Flora and SGA President Wiley which ended at about 14:30, and the notification went out at 14:45 to everyone. The participants were asked about their thoughts on mask requirements but the notification was sent out immediately without consideration. President Long remarked that he asked for time to talk with faculty but was told that "we don't need all that". Senator Sharp remarked that when she was teaching on the MSU Pre-stonsburg campus that she received an email that masks are no longer required on the KCTC campus starting March 02. Also several school districts that she is visiting have been mask free for quite some time. President Long said that he knows that there are many different opinions, but the meeting with President Morgan on the previous day was not really asking to join a conversation, the decision had already been made and he was only there to represent faculty. Senator Sharp remarked that students are confused right now on where to wear a mask and where not. Senator Brigham remarked that he was asked by President Morgan about his opinion. Senator Taylor expressed her concern regarding the lifting of a mask requirement because she has three risk factors and she wants to know what her options are. When she agreed to teaching in class she was willing to take the risk knowing she would be in a masked classroom, but now with 24 students unmasked cramped into a classroom this changes the story quite a bit. Senator Taylor also reminded Senate that the resolution on a vaccination mandate was never answered. President Long remarked that our resolution was stalled/rejected. His take on the meeting the previous day was that when this goes off the everybody is on their own. If the President would like to speak to Faculty Senate we will certainly welcome him to do so. Senator Lennex reminded Senate that Rowan County is still on CDC class Red which requires masks indoors.

- Senators Lennex and Grupe asked Senate for input on our Faculty Senate Website revision. We will work closely with Rianna Robinson on those revisions. This goes together with the revisions on the Staff Congress website. The idea is to make them more consistent. Please send suggestions to Communication Officer Grupe by Friday March 25. Senator Grupe commented on an issue that had come up earlier regarding the photographs which is that the names of senators only pop up when you hover over the photo, this is a software issue that is outside Rianna’s control.

12. Old Business: none

13. Motion to adjourn the meeting by Senator Grupe, seconded by Senator Chatham, motion passed.

The meeting adjourned at 17:25/5:25 PM.

14. The next Senate meeting will be on March 31, 2022.

15. The **recordings of the meeting** can be found at <https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/ee250e357d60103a8a8e0050568c3ae2/playback>

A Regent’s Report

The next Board of Regents meeting is March 31st. This will be the first meeting this calendar year.

Announcement of the change to reassign time for the faculty regent:

On March 1, 2022, I received an email from my Dean, informing me that my Spring schedule would need to be altered. He had “been informed that 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.”

Dean Davison argued against this questionable interpretation, citing past precedent, but he was told that we do not control the law, and the university attorney has ruled that we are out of compliance, so we are directed to remedy this immediately.” Furthermore, he was directed to work with my AD to “look for a second half of the semester course to assign to [me] in this semester, so that the university is no longer out of compliance with the statute.”

On March 2nd, Associate Dean Henneberg emailed me to let me know that Dean Davison had been able to defer the implementation of this new “rule” until the Fall semester. Two noteworthy aspects to this message:

- Dean Davison and AD Henneberg strongly advocated for adequate support for the faculty regent position.
- The institution does not have adequate enrollment to justify a new second semester course created and announced March 1st, 2nd, or 3rd (of 2022), only a week before the start of the second semester term on March 10, 2020.

AD Henneberg followed up with an email, inquiring what course could be added to my Fall schedule. Important points: the schedule AD Henneberg had already built was “live” and there were no “open” courses at time I was not already scheduled to teach or have meetings.

I offered to teach a section of FYS. I identified an open section (FYS 101-011), noting that this was an elegant solution to the problem AD Henneberg and I now faced:

- The FYS course was already built and not staffed (AD Henneberg would have to build a new course to accommodate this new ruling).
- Adding me as an instructor would save the institution from having to pay supplement to an as-yet-identified staff person who would be selected to teach the section (so the decision would display fiscal responsibility through cost-cutting).
- Experience in the freshman orientation course would aid my curricular work for the department. The department is going to be re-aligning the cornerstone course with the newly redesigned capstone. I'll be heavily involved in that (as the capstone instructor and a likely new instructor for the cornerstone). Teaching FYS would provide me with experience and materials that would allow me to help create an "orientation" for our major that draws upon campus-wide retention efforts.

This morning AD Henneberg sent me an email, apologizing for initially sending an open inquiry and countenancing my discussion of FYS. She politely directed the conversation back to courses directly under her control and noted that she could create a new section of ENG 100 at the same time as the FYS.

I thanked AD Henneberg for her efforts and noted that I was saddened that people just trying to do their jobs were caught up in this unnecessary business. At this time, I would also like to thank Dean Davison. They attempted to work in concert with faculty as forces above them imposed a new edict.

The question I would like to pose on 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, 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?

B Statement by President Long regarding the meeting with President Morgan on January 27

On January 27, 2022, I was called to a noon meeting with MSU President Jay Morgan, Provost Norman, and President Elect Pro Tempore Julia Finch, who I asked to attend as a second set of ears to the conversation. The scheduled topic of the chat via email subject line was a “general discussion about Faculty Senate”. In the current fashion of our upper administration, the doors were closed and we were to have a frank conversation.

The meeting unfolded with President Morgan giving a 30 minute critique of Faculty Regent Annie Adams uninterrupted, ranging from personal experiences to those of his perceptions of the Board of Regents interactions with Regent Adams. The picture painted was highly negative, and laden with character critiques that we for the most part do not share.

Senator Finch and I sat nonplussed given the weirdness of critiquing the Faculty Regent in extremely strong terms, for what purpose that the Faculty Senate would take remaining unknown. The Faculty Regent is an ex-officio member of the Senate, the same as the Provost and the President, reporting to the body for more effective communication. At the end of President Morgan’s platform, he went as far as to say that we did not have to respond, an oddity itself. This was not a “general discussion about the faculty senate” as called.

We eventually responded by stressing the need for continued open conversation to have confidence that we can work on common problems that will make MSU a better place. Senator Finch shared an extension on the same theme. What concerns both Senator Finch and I is the conduct of a University President addressing the Faculty Regent’s performance to which we, as a Faculty Senate body, have no supervisory role, as the Faculty Regent serves as Regent at the pleasure of the faculty body in general who elected them. Most concerning, the President used terms and phrases that disclosed networks of back channel conversation among university administrators across the state that were clearly lambasting the Regent. Later in our exchange, President Morgan stated that “no one across campus wants to work with the Faculty Senate”. A University President should support their Faculty Regent—not take part in creating a system of animosity.

While President Morgan offered to work with his chosen parts of the Executive Council he said that he felt could work with going forward, we, as your elected representatives choose to stand in solidarity and meet with administration as a whole body as you elected us. President Morgan last met with this body in September 2021. We implore him to return to regular conversation with the representatives elected and sent to Senate by their constituents for the good of the University. We continue to work closely with Provost Norman and other administrators in good faith and of good will to improve Morehead State University.

MSU Senate President David E. Long, for the Executive Committee