

**Minutes of the Faculty Senate
meeting on
2022-April-7**

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

Senators not present: Steve Chen, Roma Prindle, Vijay Subramaniam

Provost: Anthony Norman

Faculty Regent: Annie Adams

Staff Congress Chair: David Flora

SGA Vice-President-Elect: Kelton Crank

Guest: Joel Pace, Allen Risk, Suzanne Tallichet

ADS: Susan Perry

- **Call to order:** 15:45/3:45 PM
- **Approval of the Minutes of the Faculty Senate Meeting from March 31st:** Approved with minor correction (capitalize Senator Finch's name).
- **Announcements:**
 - SGA President, Emily Wiley, provided a flyer regarding donations for Ukraine. It is listed in Blackboard.
- **President's Report:** not present, no report
- **Provost Report (Anthony Norman):** The Provost has nothing to report but is open for questions.
 - Annie Adams – re: CPE review – Not all faculty have gotten it and will this the process we will use from now on, or will it change? This is for the current academic program review that is due April 12. The Provost does not intend for it to remain this way. The process will be reviewed moving forward.
 - Timothy Hare – Wat were the consequences of Gray's evaluation for campus? What has actually been done in response on campus? The Provost advised they're waiting to see what CPE decides.
 - Annie Adams – Will this annual review be the basis of the review that the institution needs to submit to CPE by July 15? Yes.
 - Kim Sharp – Regent Adams said the Gray report is due April 12 but an email received from April Miller said April 15. Which is it? The Provost the date has been pushed back and the Deans will be providing a new due date. The template that the program coordinators are

completing is supposed to be pretty generic. However, Senator Sharp finds it tedious and several of the categories are almost out of her purview. They would be more appropriately answered by someone else. The Provost has received similar feedback from others. Guidance and support are forthcoming. The question regarding the retention of freshman really doesn't apply to Kim Sharp's program. The Provost advised there is no right or wrong answer; just put that in the explanation.

- Julia Finch – With regards to the grow, sustain, fix, and sunset categories, are fix or grow seen as negative? The Provost advised to tell where you think we are and give your reasons and what it might look like in the future. Show your evidence/data. It is a conversation Starter. The second question is about the graduate profile. Will we be able to make curriculum changes in the future in order to fit with the profile? The Provost said CPE is asking us to say, based on what you learn about needs assessment, what are the first steps to move the program in a particular direction. Over time we will be more systematic getting there. Right now, just tell us where you are so we can get CPE support moving forward.
- Dirk Grupe – In the last couple of meetings we have had discussions regarding issues faculty lines. Joe Dunman's line in legal studies will be empty soon but no attempt has been made to search for a replacement. Is there any update on that? Other departments are also scrambling because they do not have enough people and are not getting people replaced. The Provost is working with the Deans on replacements and it has been a challenge. He has discussed the legal studies opening with Scott and are getting there.
- **Regent Report (Annie Adams):**
 - The BOR met last Thursday. The report has been uploaded to Blackboard.
 - BOR approved the 3% base pay raise
 - President announced three new tenured faculty.
 - There are plans to restructure debt.
 - A new website will be launched.
 - The legislature has been giving money to higher education and MSU is included.
 - The President announced equilibrium has been achieved in terms of the performance funding models. He believes we will be able to start competing within that model.
 - Institutions are probably going to have another year's reprieve of an increase in costs KERS costs.
 - Institutions are receiving funding for asset preservation. MSU will have to put up \$6 million to gain access to \$35 million from state funds.
 - Thomas Kmetz – Are there any strings attached or if it must be spent in a certain way? It is for asset for preservation, in other words, it is for building maintenance.
 - MSU is positioned to receive \$250 K for the Space Science Center for infrastructure.
 - MSI will receive \$1.5 million for the Craft Academy.
 - The President believes we will also receive funding for a new Science Center.
 - People wanted to know why we changed to Barnes and Noble mid-semester. The President said that he and Ms. Fister-Tucker decided it was good time to make that change.
 - There were two board actions that Regent Adams voted against. Regent Adams voted against a tuition increase. She also voted against the recommendation to delegate the authority of the board for the selection of an optional retirement plan to the President choose retirement plan (KERS Statute 161.567). Delegation still occurred.

- The Kentucky State Retirement System is not an option. This is a decision about optional retirement programs.
- Ronald Morrison – Why was the Employee Benefit Committee cut out of this decision? Regent Adams doesn't know. Senator Morrison asked how many faculty members opted for this plan. Regent Adams did not know. She noted that newer faculty do opt into the optional retirement plan. However, did not know how many newer faculty we actually have. This of information was not shared at the board meeting.
- Ahmad Hassan – He is chair of Benefits Committee and has never been informed of any of this discussion or change. Senator Adams felt it belonged with this committee as well, but does not know why the committee was not involved.
- Lesia Lennex – Advised that the last time she checked, MSU has the highest percentage of employees in KTRS in the state, next to Kentucky state. We may be the highest at this point.
- **Staff Congress Report (David Flora):** They met Tuesday, April 5th.
 - Entering nominations and elections portions of cycle for membership followed by officer elections in June.
 - Passed the first reading of the motion to change the terms chair and vice chair in the constitution by-laws to president and vice president. If this motion passes next month the terms will be made official.
 - Passed resolution condemning violence inflicted upon Ukraine by the Russian Government. It will be posted on their webpage and distributed in our Staff Congress Newsletter along with ways to donate to the Ukrainian refugees.
- **SGA Report (Kelton Crank):** Kelton Crank the vice president elect. He will be sworn in on April 20th at the Student Choice Awards.
 - Working on Reading Day proposal. It will be presented to Academic Issues for feedback next.
 - Animal Bones Bill – The bill passed last night. They will allocate up to \$1,900 for charts and models for Vet Tech and Vet Science to be placed in the library.
 - Their website resource update was sent to Drs. Norman and Couch. SGA is requesting this link be listed going forward.
- **Executive Council Report:**
 - First Reading of the Resolution on the search committee confidentiality agreements (Lesia Lennex) – We're asking for the agreements already signed to be rescinded. We already have a PG that covers this. This should be taken back to your constituents. Senator Lennex will answer any questions.
 - Dirk Grupe asked how soon this can be moved into second reading. Doug Chatham advised he could move to suspend the rules and go to a second reading now. Senator Lennex doesn't want to do that. She'd like to give everyone time to read over and discuss it.
 - The vote will be in two weeks at the next meeting. The document is on Blackboard and was also shared.
 - Timothy Hare clarified that the resolution is only asking that the signed agreements be rescinded. He asked why it doesn't include a re-statement of why we're against having them at all. Senator Lennex wanted to give a chance for people to see the issue and say they want that part included. Senator Hare asked that it include a statement to stop

asking people sign these confidentiality agreements and another stating that all signed agreements be rescinded.

- Joe Dunman – On line 4 it says this agreement imposes a prior constraint. If our reference here is to some kind of free speech aspect of our rights, the common used word is restraint rather than constraint and should be changed.
- Doug Chatham – The resolve clause limits itself to agreements signed this year. There were agreements signed last year and this doesn't include them. Can it be extended backward? Senator Lennex said yes. This friendly amendment will be sent by Doug Chatham.
- Janet Ratliff – How long has this new one been in effect? Senator Lennex didn't realize people were being asked to sign it last year. The agreements she signed last year were not the same as this one. Annie Adams asked if Provost Norman could explain it. The Provost said the original document was around since at least 2019. In HR training you get directed to sign the form. But it wasn't getting signed consistently. It's been a requirement but not consistently enforced. Senator Lennex advised it is not about liking or disliking. There are multiple versions out there and they are inconsistent. The original version adhered to PG 61 and adhered to all of the principals that we know in higher ed to be true. It gave us the ability to discuss things with the chair of the committee should we need to. The current agreement is vastly different from the agreement the Provost is referring to as the original agreement. It is very restrictive. The Provost said he will go over everything and make sure he is better informed and will go from there.
- Annie Adams – She thanked the Provost for addressing this issue. She advised HR has had issues. Regardless if there was or was not a document in place in 2019, it was not consistently applied, and if there was a policy, there were no official requirements. So, we cannot refer back to historical truth if it does not exist. Senator Adams provided the history of the confidentiality agreement issues.
- Please share with your constituents. Make sure to ask for feedback or clarification. Feedback and friendly amendments are due by close of business April 15th.
- Masking Requirements (David Long) – There were about 40 faculty across the university asked for their input regarding masking requirements. There was a suggestion on the Executive Committee, for efficiency and transparency, that we ask the President to put out a quick survey for faculty input.
- April 12 – David Long is meeting with Interim CIO Rick Phillips. Send him your IT concerns. Specifically, what is the problem and where?
- Stephen Brigham - When all the high school students were here with FBLA, the wi-fi in ADUC was poor. It is embarrassing that it doesn't function properly. The kids had to rig something up with their cell phones to have access.
- Kouroush Jenab – Has talked with the Provost about this issue. He collected technology issues from EC and Academic Issues and sent them to the Provost yesterday.
- Annie Adams – It would be helpful if we had clarification on who to go to for each different kind of technical issue (wi-fi, computer screen, printer error, etc.).
- **Executive Council Committee Reports:**
 - Academic Issues (Kouroush Jenab) -
 - They met with Laurie Couch and discussed the 50% rule. She will be discussing with Provost. They will discuss it with her again in two weeks.
 - Reading Days – They will meet with SGA at the next meeting to discuss other options.

- Campus Technology Issues – Information has been collected and passed to the Provost.
- Evaluations (Lesia Lennex):
 - There is no report because they are still in process.
 - They will be emailing the Provost with some analysis they have regarding the alignment of the annual evaluation and the tenure track evaluation.
- Faculty Welfare & Concerns (Katelyn Kaufman):
 - PAc 27 first reading – The document was sent out and is on Blackboard for review. It has been based off of the University of Kentucky’s policies for early tenure and promotion. Tenure track faculty with approval of the department tenure committee as well as the chair or associate dean, could be eligible to be tenured prior to their sixth year. Please provide any suggestions or friendly amendments.
 - Ronald Morrison – He does not see a reason to do this here at MSU. He had several questions on how this is supposed to work. Senator Kaufman explained the department tenure committee or chair do not notify the candidate that they have the appropriate experience. Instead, the candidate would approach the tenure committee and chair with a request to try and go early. Senator Morrison suggested the statement say when they could do this since tenure portfolios are due at different times.
 - Janet Ratliff – How quickly can they do this? Can they do it in their first year? Senator Kaufman advised that you would really need to be certain that you were prepared for approval. If you are denied, it would be no different than going up for your normal 6th year review. We may need to add clarification of this. Timothy Hare has similar concerns. He noted that it is important to remember that the very first stem is that the faculty member request this would have to go directly to the tenure committee of that department and they are the ones responsible for protecting the quality and rigor of their department. Senator Hare further explained reasoning for his support.
 - David Long – He has had an experience with requesting early tenure and is in support of this as well.
 - Joe Dunman – Agrees with Senator Hare, but for him, getting tenure a year earlier would not have made a difference. It comes down to money and finances.
 - Ronald Morrison – He thinks Senator Hare has made some persuasive comments and he is more willing to entertain the idea. He feels the policy is still not clear or specific enough with regards to dates and details on how it works.
- Governance (Julia Finch):
 - The Faculty Interest Survey has been extended through Friday. Remind your constituents to respond.
 - Stephan Brigham – He found out that he was on a standing committee that he never knew about. The website with the committee lists was not clear with who was in charge of the committees, which made it difficult to know who to contact. He asked that the website be updated. He would also like to be informed of changes in standing committees. Senator Finch advised that she will send a letter that lists current appointments and will work with Dirk Grupe to get the website updated.
- **New Business:**

- Stephen Brigham – Wanted to give a heads up that he will need five minutes of time at the next meeting. He is on MSU’s Kentucky Purpose First Initiative. The chair, Laurie Couch, wants him to present Faculty Senate with information on Complete College America.
- **Old Business:** none
- **Motion to adjourn:** passed; meeting adjourned @ 17:14/5:14 PM
- **The recording of the meeting can be found at:**
<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/3cfff55e98d9103abf6f005056810026/playback>
- **Next Meeting:** April 21, 2022 @ 15:45 / 3:45 PM
- **Minutes Taken by:** Susan Perry, Faculty Senate ADS