

Minutes of Faculty Senate Meeting on 2022-May-5

Senators present – Nathania Bush, Doug Chatham, Pam Colyer, DuWayne Dale, David Eisenhour, Heba Elgazzar, Kimberly Fatten, Dirk Grupe, Timothy Hare, Ahmad Hassan, Lloyd Jasingh, Kouroush Jenab, Nilesh Joshi, Katelyn Kaufman, Thomas Kiffmeyer, Thomas Kmetz, Lesia Lennex, David Long, Ronald Morrison, Timothy O'Brien, Roma Prindle, Sherif Rashad, Janet Ratliff, Allen Risk, Kimberlee Sharp, Sherry Stultz, Vijay Subramaniam, Karen Taylor, Wesley White

Senators not present – Robert Boram, Steve Chen, L. Joe Dunman, Julia Finch, Alison Hruby, Amber Hughes

Provost – Antony Norman

President – J. Morgan – not present

Faculty Regent – Annie Adams

Staff Congress Chair – Dave Flora

SGA Vice-President – Kelton Crank

Guests - Joel Pace, Silas Session, Suzanne Tallichet

ADS – Susan Perry

May 5, 2022 – 15:45/3:45 – 17:45/5:35 PM

- Call to order @ 3:45pm
- Approval of 4/21 minutes – Motion to approve from Senator Jenab; Second from Senator Grupe. All in favor/approved
- Announcements
 - Summer Senate meeting – There is not one scheduled. However, one can be scheduled if needed. The following senators are teaching this summer: Lesia Lennex, Heba Elgazzar, Janet Ratliff, Lloyd Jasingh, Nettie Brock, Sherif Rashad, Sherry Stultz, Vijay Subramaniam, and Ahmad Hassan.
 - Senate leadership and the future – If David Long decides not to continue as President, there will be a new Senate President at the August 2022 meeting. If he decides to continue, there will be a new Senate President Elect.
 - Senator Brigham – Presented .pdf on Kentucky Purpose First initiative. It is a student-success initiative sponsored by Complete College America. It is intended to integrate career readiness into student onboarding and advising with a focus on equity. Associate Provost, Laurie Couch is heading this initiative. The .pdf is in Blackboard.
 - Senator Grupe advised that the Governance Committee can help populate ad hoc committees.
- President's report – Not present, no report
- Provost's report – Anthony Norman has received several resolutions related to PACs. He has been in discussions with President Long about them. Dr. Norman is running behind on them but they are on his agenda to get done.
 - Faculty Regent Adams – Is it true we are no longer accepting new philosophy majors? Anthony Norman advised that is not true. To do so we would have to start a process to close the program. That has not even been discussed.
 - Senator Hare said the process for getting program related data from IR is complicated, byzantine, and slow. He asked if the Provost would investigate a streamlined process so that programs could get the data they need about students, enrollments and those kinds of things. That will help them in making decisions about their programs. Anthony Norman advised this has been a topic of discussion and a plan for the summer. They are revisiting everything to narrow down the processes and things each of us need to make good decisions about our programs. Then they will figure out a process to get those in a timely manner.
 - Senator Taylor asked if the Provost could include when people take over a significant job within the university; could we be informed as a part of your Monday update? Anthony Norman advised he could.
- Faculty Regent's report – Annie Adams – The May meeting was cancelled. The regents have been given a packet to evaluate the President. Please let Faculty Regent Adams know your

thoughts on strengths, weaknesses, in-between. Senator Hare told us about the United Campus Workers last time. There was a write-up on the Richmond Register about it. They have a lot of the same concerns that we do. MCTC faculty voted to have no confidence in the chair of their Board of Regents. Their vote was based on a lot of internal hiring and shuffling based on the fact that they didn't necessarily think things were going in a straightforward manner.

- Senator Jenab asked if there were any updates regarding the university budget? There was a 3% increase in the budget. Where is that money coming from because enrollment dropped? – Faculty Regent Adams has not seen the proposed budget. That usually comes out in August. We'll see then. We do have a lot of days of cash on hand. The president has done a lot of restructuring in terms of debt.
- Staff Congress report – David Flora – They met in person on Tuesday, May 3rd in ADUC. Welcomed newly elected members and are preparing for officer nominations and elections in June. There were several staff concerns. One was the shortage of dispatchers at our police office. They are having difficulty staffing the position. As Chair Flora understands it, county dispatchers make more than our dispatchers on campus. The president intends to work on raising the base pay. The final vote was held for changing the terms chair and vice chair, in our Constitution and bylaws, to president and vice president. It was approved. The changes now go to the Board of Regents for their approval.
 - Senator Morrison asked if the president made it a habit to attend Staff Congress meetings. Chair Flora advised the president attends regularly. Senator Morrison doesn't believe the president has been to a faculty senate meeting since September or August. Senator Grupe confirmed it was August.
- SGA report – Kelton Crank – Senator Jenab of Academic Issues will be presenting the Reading Day proposal. Refer to Academic Issues report.
- FS Committee reports
 - Executive Committee
 - Universities and 'barriers – David Long – From the faculty point of view, we've been encountering a lot of barriers. If David Long stays on as president, he will try to meet with the president this summer. He wants to try and get a healthier relationship. It has been frustrating as Senate president to have no direct constructive feedback from the president.
 - Contingency slideshow – Annie Adams, Dirk Grupe, and Lesia Lennex presenting – Senator Grupe – President Morgan proposed that we have clinical faculty in order to have more flexibility. However, the president never advised which departments need them. Clinical faculty is not something we need. What we need are tenure and tenure track faculty instead. Senator Lennex – We have more VAPs (Visiting Assistant Professors) and probably more instructors, than any other institution in Kentucky. We're making 3-year contracts with them instead of using them for the purpose for which they were intended as 1-year VIPs. Contingent appointments can strengthen a budget; however, these faculty are often shifted around or dismissed at the end of a calendar year. We need to be careful about how we regard VIP and instructors in departments and academically. They may or may not be able to continuously contribute to them. Regent Adams – We all know that faculty are barred from planning. We were told years ago that we don't need a planning committee because there was a strategic plan. That plan was recently extended to 2025. No faculty were involved. It was decided at the president's desk. Faculty are expected to do more with less. Senator Grupe – The way the university is run set's programs up for failure. If somebody leaves, the program is in jeopardy. In 2016 we had about 230 full-time faculty and now we're down to 180. It isn't sustainable anymore. How can faculty and the department plan for the future of their programs? It is also affecting students. Is their program still alive? Do we recruit new students? Is the program still viable? Do we have enough people to teach them? Senator Lennex – We're setting ourselves up for failure. In several departments some tenure track positions are being replaced with VAPs for whatever reason. We need to be thinking about tenure track and the health of the programs. We need to attract bright, qualified faculty here, faculty who want to invest in our students and our institution. Regent Adams – Leadership is inherently interim. Every leader serves at the discretion of the president. That is why people are moved around all the time. Notice how many times have we had searches and then all of a sudden it is some internal appointee. This is part of the reason why, as a body, we have voted

against the confidentiality agreements. Ultimately, it means that the president can now hire at any level he wants because no one can address anything. We know that affects all of our leadership.

- Address to faculty: Dirk Grupe – Announced he is leaving MSU. He will be going to NKU to assume the position as their chair of Physics, Geology, and Engineering Technology. He is leaving for a better salary, a 12-year contract, and less expensive healthcare coverage. He is also leaving because he feels MSU is really going downhill very fast. Senator Grupe said he did have a great time here despite the current issues.
- Departing faculty acknowledgment – A slide show was shown that included faculty members that left or are leaving this year.
- Lappin damage, are we covered? – follow up – David Long – Per Holly Neihoff, MSU Risk Management, insurance coverage is for state-owned property only. Personal property is not insured. Don't bring in personal items that you are not willing to lose. Those who have lost items may be able to make a claim on their personal homeowners' or renters' policy. They may also be able to claim a loss on their taxes.
- Search committee confidentiality agreements – with admins. Settled issue from faculty point of view. – David Long advised this has been passed on to administration and we will see what they will do with it.
 - Senator Hare – We need to provide some guidance to faculty so they understand what they're getting into. President Long felt this would be an action of the Faculty Welfare and Concerns committee. Senator Kaufman said the committee would take up the issue. Regent Adams suggested sending an email to faculty indicating Senate's action and that Senate considers it illegal. It would indicate that it is now only administrative edict and we would encourage them not to sign it. Any requirement comes only from the administration. Senator Hare supports this. President Long will draft the email.
- Academic Issues – Kouroush Jenab
 - Reading Day Proposal – SGA request – The proposal was presented in the chat and then later the document was shared on the screen. Senator Jenab asked if this could be considered as a second reading so it could be moved to voting. Senator Grupe made a motion to go into a second reading directly. Senator Jenab gave a brief outline of the proposal, which increases the exam limit from 2 per day to 3 per day and makes Wednesday a day without any exams. Senator Taylor pointed out an issue with some of the wording. Senator Morrison agreed and also voiced his concerns with a Wednesday reading day. Kelton Crank advised that an overwhelming number of constituents were in favor of this proposal. Senator Chatham advised the first reading does not include any debate about the merits of the motion. If there is to be debate it needs to be done during a 2nd reading. Senator Grupe again made a motion to go into a 2nd reading. Senator Chatham seconded the motion. All in favor, none opposed, so the 2nd reading began. Senator Brigham asked for private voting. President Long agreed we can do a private vote. Senator Hare advised if it doesn't work it can be changed again later. Senator Jenab asked for suggestions to improve the proposal or move it forward. Senator Brock moved to vote on the proposal. Senator Grupe seconded the motion. The debate was closed and the vote ensued by private ballot. The proposal passed with 67.86% of the vote.
 - Update on 50% rule transition to the future policy / procedures and Curriculum Committee report - Senator Dale – The 50% rule is a UAR. The purpose is to ensure program coherence through curricular change. To get rid of the 50% rule there must be a mechanism in place that allows a way to ensure that programs are in coherence through curricular change. The committees are working on an alternative.
 - Changes in state law – academic issues and student misconduct – Presented by Laurie Couch – House Bill 290 signed into law and is now KRS 164.370. Allows students who are being brought forward at the university for student conduct violations to bring an attorney to the proceedings. There is language that indicates academic and non-academic violations should be separated. If not, anything listed under the student conduct code will be handled according to this KRS. Universities are being encouraged to separate them so the attorney

cannot be a part of an academic violation hearing. We hope to separate the rest of the student conduct code from the academic misconduct. UAR 144, if approved, defines academic misconduct and outlines a process of appeal for students accused of a violation. UAR 112, the grade appeal process, needs to align with the proposed UAR 144. Both processes should be adjudicated in the same way.

- Senator Hare – Will the university attorney sit with the faculty in those proceedings? Laurie Couch – Students can only bring an attorney to a student conduct code violation hearing. They cannot bring an attorney to an academic misconduct hearing. You won't have to worry about that.
- Senator Jenab – What is the due date for this rolling out? Laurie Couch – Our goal is to have it in place by July 1st. The understanding is that the bill has already been signed into law.
- Send any further questions to Laurie Couch.
- Cheating – Senator Jenab – Max Ammons will be at the last Academic Issues meeting on May 12th.
- Smart Evals – Senator Jenab - The Provost will let us know what he finds out about SmartEvals
- Class Technology – Contact Senator Jenab or President Long with any issues. They will report them to the Provost.
- Evaluation – Lesia Lennex
 - No report
- Faculty Welfare and Concerns – Katelyn Kauffman
 - No report
- Governance – Julia Finch
 - Discussion of Planning Committee population – Ronald Morrison – A slate of committee nominees was posted in Blackboard today. There are some blank spots that will have to be worked out later. We are not recommending populating the planning committee. We probably need to discuss that as a body and maybe the Executive Committee needs to discuss it. If there are no questions, we need to vote. Senator Kiffmeyer made a motion to approve the list. Senator Jenab seconded the motion. All were in favor, none opposed and the list of committees was approved.
- New business – Senator Taylor is bothered by the amount of noise on campus. The racing of motor bikes and trucks during class is very distracting. The windows have to be open due to heating being on during warm weather so it makes the noises even louder. Senator Sharp suggested that SGA write a bill for quiet zones. The Senate would probably support that resolution.
- Old business – None
- Adjourn – Motion to adjourn by Senator Grupe; Seconded by Senator Brock. Meeting adjourned at 17:34/5:34 PM
- The recording of this meeting can be found at – <https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/daa65ef5aed9103a98e600505681512b/playback>
- Next Meeting – August 11, 2022
- Minutes taken by – Susan Perry Faculty Senate ADS