

Minutes of the Faculty Senate Meeting on 2022-November-3

Senators Present – Amanda Skidmore, Benjamin Fitzpatrick, Cheng Cheng, David Long, Doug Chatham, J.T. Blackledge, Janet Ratliff, Jennifer Clark, Karen Taylor, Katelyn Kaufman, Kimberly Fatten, Lesia Lennex, MD Kibria, Monica Himes, Nathania Bush, Nettie Brock, Nilesh Joshi, Rebecca Roach, Roma Prindle, Ronald Morrison, Sherry Stultz, Stephen Brigham, Thomas Kmetz, Timothy Hare, Wesley White, Wilson Gonzalez-Espada

Senators Not Present – Fatma Mohamed, Janelle Hare, Josh Qualls, Joyce Stubbs, Michael Kessinger

Provost – Anthony Norman – Present

President – J. Morgan – Not Present

Faculty Regent – Annie Adams – Present

Staff Congress – David Flora – Present

SGA Vice President – Kelton Crank – Present

Guests – Alison Hruby, Andrew Sexton, Beverly Klecker, Dieter Ullrich, Geoffrey Gearner, Ginny Southgate, Joel Pace, Kenneth Andries, Kim Nettleton

November 3, 2022 – 3:45-5:35

- Call to order 3:45 pm
- Approval of Oct 20 minutes – Amendment: Correct spelling of Nettie Brock; Motion to approve with amendment: Senator Morrison; Second: Senator Kaufman; all in favor; no one opposed. Approved as amended
- Announcements
 - Thanks to all Senators for strong response on amendments made during summer by administration. The blinded summary is in the BlackBoard folder. There are 83 respondents, 79 of which are opposed to those amendments.
 - PAc 27 question from Senator Brigham: What is the issue exactly, isn't it just a draft? Senator Hare advised it is just a draft. Senator Brigham further confirmed that the Provost is investigating the issue with the final language that appeared recently on the website and will revert back to approved language. President Long confirmed that issue was why was draft language on the website.
- President's report – Not present, no report
- Provost's report – Provost Norman – Senator Hare will report on their PAc-27 work.
- Faculty Regent's report – Regent Adams – The next BOR meeting is December 1, 2022.
- Staff Congress report – President Flora – They met this past Tuesday. President Morgan was there discussing the budget shortfall. How calculated and how it impacted employee raises. There was discussion regarding staff classification on staff congress. They are not elected based on their skills, i.e. non-faculty, staff, craft, skilled, etc. There was discussion to move the staff complaint form off of the public website and place on portal away from public access.
- SGA report – Kelton Crank – They are wrapping things up for the semester. Next week is the SGA semesterly safety walk, faculty welcome. Tuesday November 15 is the registered student organization round table. Organization advisors the organization presidents to sign up and attend. There will not be an SGA meeting next week.
- FS Committee reports
 - Exec Committee - Guest speakers
 - Allison Hruby, FCTL – Partnered with LevelUP and meet monthly in ADUC. The next meeting is in November and interested faculty are welcome to join. They have also been partnering with Distance Learning; workshop notices will be sent over email. We have signed with Ally through BlackBoard. There will be new software for the BlackBoard shells coming soon. Workshops on disengaged and underprepared students will take place. Look for notices for those workshops. Each month will be a different theme. They will be online right after final weeks. January will be discussions on reducing cognitive load. February discussions will be around syllabus issues, Diversity, Equity & Inclusion. March, they move into community partnerships and community-based learning in The College of Science and STEM Focus. There will be a guest speaker in April. It may be Peter Felton from Elon speaking on the faculty role in student success.
 - Andrew Sexton, Career Development and Experiential Education - Carnegie Community Engagement Classification is given to institutions that collaborate with the various communities around them. The emphasis is on mutual and reciprocal sharing of knowledge and resources through a

meaningful partnership. Part of the purpose is the enrichment of public and private sectors through scholarship, research, creative activity, enhancing curriculum, teaching and learning, preparing educated and engaged citizens. Funding for service learning projects is available. If you are interested let Andrew Sexton know. The Provost may also invite you. Senator Hare is concerned about additional data collection since there are so many of them already. How can we integrate it into something that already exists to minimize impact on the staff? Isn't there an office that already tracks service learning? Andrew Sexton advised it used to be tracked by the Center for Regional Engagement and that was transitioned to a single coordinator of service learning. That is now included as part of the Center for Career Development and Experiential Education.

- Kim Nettleton, University Assessment – In past, you would have to put in workload, syllabi, update everything, etc., into Faculty180. That part has been eliminated. You no longer have to use Faculty 180. It is put in by Kim Nettleton's office. If your department says you need to have your CV in Faculty180, you need to do so. Once you do, go in and double check for correctness. If corrections are needed, your dean must let Kim Nettleton's office know to correct it. The SmartEval request deadline is tomorrow. The academic program assessment is annual. If your program goes through accreditation, the University Assessment office can provide up to 15 years of your data / documentation for accreditation purposes. Senator Brock asked about what classes are up for assessment since it is confusing where she is at in the cycle and needs reminders of what is happening in this year. Kim Nettleton said you're supposed to assess on SLOs every semester no matter what they are. They are sampling each year for specific SLOs. So only certain SLOs are assessed each year so only classes with those specific SLOs are asked for data. Regent Adams said this information should be coming from the Gen Ed Council. The problem is we need a functioning web site. The council could draft the information that should be on the website and circulate it via email.

Academic Issues – Senator Chatham:

- Final grade appeal policy – New UAR feedback is on BlackBoard. They had only editorial changes, we would like to have a more explicit notice on the form about the five-day deadline for filing the initial appeal from, 5 days from grade posting. They are asking for the Senate to endorse the committee's feedback. He shared the committee feedback on UAR 112.07 and went over it. Senator Chatham moved that senate endorse the recommended feedback. Senator Gonzales-Espada seconded the motion. All in favor; no one opposed; approved.
- Work continues on recommendation for online teaching – If you have anything to contribute, especially rubrics for evaluating online teachers, please share it. It will be spring before anything is ready to be presented. Senator Brock added that if you use any good apps, please send information on them to her.
- 50 % rule – The Undergraduate Curriculum Committee has approved a new form for program changes that substitutes another method for showing program coherence to replace the 50% rule. The Graduate Curriculum Committee is scheduled to consider that on November 11th. Then there are supposed to be changes to the curriculum policy that we are supposed to see. If all goes well it will roll out in January. So, the 50% rule is on its way out.

Evaluation – Vice Chair Amanda Skidmore reporting in Senator Stubbs absence:

- Dean Evaluations – Trying to determine where updates and changes need to be made. One big clarification point is the 'not applicable' bubble choice. They think it would be better if it said something like 'does not feel confident to evaluate on this point' because some faculty may not interact with their Dean on a close basis for some of the questions and may not feel confident to make an evaluation on them. There are no major changes yet. They are also planning to check with provost on the response rate from the last deans' evaluations and hope to improve upon that.

Faculty Welfare and Concerns – Senator Hare – He met with Caroline Adkins about the process of updating the policies and getting the right ones posted. The FWC will continue reviewing all posted to ensure the most recent is posted. They are going through the BOR agenda books and making sure the official wording is posted.

- Conversations about PAC-27 – He is working on this with the Provost. They went through the concerns line by line. The Provost is revising it and will send a draft to Faculty Senate. Senator Hare had a positive feeling about the changes and is looking forward to the revised version from the Provost.
- PAC revisions on new website (editing/content issues) – He provided Provost Norman line by line comments for each problem with the new text. Provost is working to get language changed or removed, we have to wait and see how that goes. The last change he requested took about 1.5 weeks to remove.
- PAC-3. Emeritus status for faculty – One comment was when granting Emeritus status there are

privileges provided to Emeritus faculty and those privileges are meager at best. So, we are looking for suggestions on things that could be added. If you are interested in Emeritus status for faculty, take a look at the final paragraph regarding privileges. Let Senator Hare know what could be added.

- PAC-17 issue – Sabbatical LOA. – Revised version in 2019 and submitted to Provost but was not acted upon and it sat there. This year, they looked at everything processed and sent up but, on which, no action was taken. The Provost wants the FWC to bring them back through Faculty Senate to make sure this is what is wanted and then send back to the Provost. He will then continue to work through the process. PAC-17 is the first of these. There was a slight revision. Senator Hare proposed to present PAC-17 as if we're bringing out of subcommittee. Faculty Senate should consider it and decide whether to approve or not. If passed it will go to the Provost who would then pass it on to the President who would then recommend it to the BOR and put it into the agenda book for a future BOR meeting. When passed, it would become policy, get posted to the policy website and then be implemented in fall 2023. This PAC changes who the committee that evaluates submissions for sabbatical. It takes it from Excellence in Teaching Committee and moves it to the RCPC. If approved it will take effect in fall 2023. Senator Hare shared the revisions and went through them. Provost Norman said lines 39-40 is there twice because first is related to faculty and the second is related to professional librarians. That is why it should remain. Senator Morrison asked what the consequences were for failing to stay two contract years. He remembers his contract saying he would have to pay it back. Should it be in the PAC? The Provost is not sure how enforceable it is. The purpose of the sabbatical is for them to give back. He is not sure if there is recourse. Senator Morrison moved to approve with the change that both statements about 2-year requirements be dropped. This was the will of the Senate a couple of years ago. He also doesn't think it is an enforceable policy. Senator Lennex seconded the motion. Senator Taylor advised that considering a past President took advantage of it and was awarded a terminal sabbatical in his last year, it seems harsh to apply it to faculty. There was no further discussion. The vote was conducted online to vote on the amendment only, not the entire proposal. There were 22 respondents with 64.64% being in favor of removing those statements and 36.36% not in favor. So, the statements regarding the 2-year requirement will be dropped. Senator Morrison moved to accept PAC-17 as recently amended. Senator Prindle seconded the motion. 93.75% in favor; 6.25% not in favor; Approved as amended.
- Reducing Frequency of Faculty Senate and Sub-Committee Meetings – If you have strategies or feelings about reducing the time spent in these meetings please send them to Senator Hare.
- Communications Officer Role – FWC is looking at revising the role of the Communications officer and how they are selected. Currently, we are rotating the role of the Communications Officer on a trial basis. That language may need to be in the Constitution under the role of the Communications Officer.
- Codify the Process of Monitoring Policies Posted on Website – We need to manage monitoring policies when they are posted on the website. We can do this by codifying the process in the Constitution.
- Questions – Senator Hare was asked where the new website HR language originated. It is unclear where it originated. He was also asked what the President's and the BOR's responses. At this point there hasn't been a response on the President's part. To Senator Hare's knowledge, the BOR is not aware of what is going on. President Long said Toni Hobbs advised the President wanted the website launched because of cost hosting two websites at once. Another concern was regarding the gallery director position. They wanted to know where the FTE numbers could be viewed. They should be available on the IR website. If not there, it was suggested by Geoffrey Gerner that the department chair should be able to provide it to them. Another concern said President Morgan suggested they might have to change the curriculum to raise class sizes. They asked if this pressure was a way for the administration to exert power over the curriculum. There is not currently an answer for that question. The Provost suggested Senator Hare bring these questions to him for discussion, then bring it back to Faculty Senate.

Governance – Lesia Lennex

- Governance Committee Resolution – It was presented and is on BlackBoard. This addresses bylaws from the BOR allowing for suspension of a Faculty Regent. In the event that our faculty regent is suspended or removed from the BOR, instead of putting the FS President in as a pro-tempore regent, allowing the FS President be invited to address the BOR at any meeting where the office is vacant. The University President can invite anyone to address the BOR and does not violate law. After much discussion, Senator Lennex called for a vote. 100% in favor – Approved.
- Level Up Committee – They are looking for membership. President Long will send out a letter with the qualifications. Please send your name or the name of people you would like to nominate for the

committee, who have the qualifications as having participated in a higher impact practice. Those are outlined in the committee description in BlackBoard as well as President Long's email. One is a one-year term and one is a two-year term. Please respond to Senator Lennex by November 9 @ 4:30pm.

- Employee Benefits Committee revisions – First reading – Please send any friendly amendments to Senator Lennex by November 9th/
 - IRB and IACUC clarification – First reading – IACUC takes out some language and adds membership and rotation. IRB does the same thing. Send amendments to Shannon Harr.
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- New business - None
 - Old business - None
 - Adjourn @ 5:33 pm
 - The recording of this meeting can be found at:
<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/0dda71c33dde103bbf7700505681ce75/playback>
 - Next Meeting – November 17, 2022 @ 3:45 pm
 - Minutes taken by Susan Perry, Faculty Senate ADS