

## Minutes of the Faculty Senate Meeting on 2022-October-20

**Senators Present** – Annie Adams, Benjamin Fitzpatrick, Cheng Cheng, David Long, Doug Chatham, Fatma Mohamed, J.T. Blackledge, Janelle Hare, Jennifer Clark, Josh Qualls, Joyce Stubbs, Karen Taylor, Katelyn Kaufman, Kimberly Fatten, Lesia Lennex, MD Kibria, Michael Kessinger, 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** – Amanda Skidmore, Janet Ratliff

**Provost** – Anthony Norman – Present

**President** – J. Morgan – Not Present, Russel Mast (proxy)

**Faculty Regent** – Annie Adams – Present

**Staff Congress** – David Flora – Not Present

**SGA Vice President** – Kelton Crank – Not Present

**Guests** – Ahmad Zargari, Ann MacIntosh, Brooklin Routt, Darrin DeMoss, Emma Schmittzehe, Erik Lewis, Gregory Corso, Jason Adkins, Jason Holcomb, Joel Pace, Jorge Ortega-Moody, Joy Gritton, Julia Finch, Kim Clevenger, Kouroush Jenab, Leeann Akers, Leeann Akers, Melissa Mefford, Quinn Maher, Robyn Moore, Sandra Riegler, Steven Stubbs, Suzanne Tallichet, Thomas Kiffmeyer

**ADS** – Susan Perry – Present

### Oct 20, 2022 – 3:45-5:35

- **Call to order @ 3:45**
- **Approval of Sep 15 minutes** – Motion to accept: Senator Morrison; Second: Senator Cheng; All in favor' no one opposed; Approved
- **Announcements** – Special Topic to be discussed later in the meeting
- **President's report** – Not Present – Russ Mast attending in President Morgan's place.
- **Provost's report** – Antony Norman:
  - PAc 27 is being discussed with the Faculty Welfare and Concerns Committee. Progress is being made but there are still a few issues to resolve. The
  - Provost will work with the committee to resolve them.
  - The Provost offered apologies regarding the miscommunication about the Music Department / Baird. They will not be exiting Baird for renovation. Baird will get new HVAC at the earliest this winter but there are 13 or 14 to be installed across campus. They are not moving out of Baird at this time, only moving classes, etc. to other buildings if possible. List of needed improvements to Baird is being created. Baird is not on list to be demolished to be torn down.
  - Art Department Gallery Issue – There are faculty concerns; however, that position has not been removed. They are just looking at other approaches to resolve the issue. Regent Adams said the President remarked what we're recouping and the figure we were given was \$2.5 million in the Trailblazer article. However, the Provost stated \$5 million. Where does the figure come from and why is there a dissonance? The Provost doesn't know where the \$5 million number comes from. It could be an error.
- **Faculty Regent's Report** – Regent Adams:
  - The Report has been posted in BlackBoard.
  - The CPE meeting was October 19-20, which Regent Adams attended. The speaker talked about the challenges that would be faced at universities. Our President was one of three presidents that was part of a panel that talked about what institutions are doing as game changing strategies. Our President listed FYS and QEP as strategies. He mentioned we upped retention rate. Senator Chatham asked what the other

Presidents' top innovations were. Regent Adams said that FAFSA and getting other people involved with it was discussed. Much of it was about student success, but not specifics. It was more about the CPE advocating for higher education, funding, etc. and a need for greater student success initiatives. The co-author of The Great Upheaval also spoke at the meeting.

- There was a BOR meeting scheduled for tomorrow but that has been cancelled. The next BOR meeting is December 1<sup>st</sup>.
- **Staff Congress Report** – President Flora: Not present, no report
- **SGA Report** – Kelton Krank: Not present/at homecoming events
- **FS Committee Reports** – David Long: Luke chapter 12 verses 2-3 of the King James Version Bible were read because of metaphorical and allegorical content. The faculty governance chair, Senator Lennex was moved up to the beginning.
- **Exec Committees**

**Governance** – Senator Lennex:

- The web link for the newly published Faculty Senate website has been posted in chat. Please report any changes or mistakes to Senator Lennex.
- Academic Appeals Committee Description – The description is on BlackBoard. This is the first reading, but we're hoping to suspend the rules and go straight to the second reading. Some changes are a result of changed legislation. Other changes are just title changes. There were no questions. Senator Lennex made a motion to move to second reading. Senator Chatham seconded the motion. A 2/3 vote is required and is not debatable. There were no questions. A vote was called and all were in favor, no one opposed; moved to second reading. Senator Lennex called the question on the changes. All in favor, no one opposed. This has been moved forward to the next step.

**Academic Issues** – Senator Chatham:

Suspended for the week in favor of Faculty Welfare & Concerns discussion

**Evaluation** – Senator Stubbs:

Suspended for the week in favor of Faculty Welfare & Concerns discussion

**Faculty Welfare and Concerns** – Senator Hare:

**Senate -wide discussion: Concern over University President self-empowerment**

- President Long shared comments from anonymous administrators (current or prior).
  - Comments: “[They’re] losing confidence in the Administration’s ability to make sound decisions about the future of academic programs in the university,” and “There seems to be no overall vision about what kinds of programs make a comprehensive regional university, which programs have the most regional impact or importance, or which programs have historically distinguished us from other universities.” “We are now lopping off essential limbs of the university to do our work.” Additional comments from another message, “Horrified by the outright dismissal of shared governance, and “[They] do not believe that such policy should be something that the President can blindly draft on an afternoon and impose on us.”
- Julia Finch (Former Senator from Art): Have been notified that the search for a gallery director has failed and will not be filled immediately. Students will be preparing for their shows in the spring semester. These shows are built into the curriculum and are part of students’ grades. Without a gallery director, how can the students show their work? Dr. Morgan held a meeting with tenured faculty, their associate, Dean, Dean, and Dr. Norman to discuss it. They were told they weren’t

meeting the goals (19 students per class times 4 courses times 3 credit hours for fall; 25 students per class times 4 courses times 3 credit hours for spring; total 528 for the year). Their studios do not allow for those kinds of course caps. It seemed to boil down to a numbers game. Senator Finch requested the spreadsheet with this information but has of this meeting had not received it. They were told that given the numbers they could lose an additional 2-3 people. This is in addition to all of their other faculty losses over the past five years. They do get to open a search for their graphic design position they've had open for many years. Dr. Morgan reminded them it could be worse if he went by the numbers and cut them by 2-3 additional positions. The meeting was only an hour and they didn't get to ask all the questions they needed to ask. If student exhibitions cannot be held in the spring then students cannot complete graduation requirements

- Brooklin Routt (Art Student): Losing the gallery is a huge impact on students. It provides opportunities for students to see national and local show. Their faculty present their own work and discussions in the gallery. In addition, students have the opportunity to show their own work and see how that process works. Brooklin sees her friends and other students across campus becoming frustrated with all of the faculty positions that are being cut, not just in the art department but every department. There are classes in the art department that students can no longer take because we no longer have the faculty and staff to support them. Students are not getting what they are paying for.
- Senator Prindle (Baird Hall & Music Department): Around ten years ago, they were supposed to get a new building, but were told the funds were not available and it never happened. Then they were supposed to be renovated, and that never happened. In 2020 they had a ten-year review from the National Association of Schools of Music. There was a report written by faculty that told about the severity of the issues in the department. The report was rejected and had to be written a few times. The resulting report that was submitted to NASM was very vague. It just talked about the problems of living in an old building and some of those problems were getting to be insurmountable. Temperatures in the building cause problems in a music department because it has a detrimental affect on the instruments and those that play them. Music instruments not kept at the appropriate temperature can hurt the musicians' hands and mouths. It can and has caused instruments to crack wide open. Instruments can cost thousands to replace. Senator Prindle's studio ceiling (in Baird) fell through, covering many of her scores and books with black mold, ruining them. It has affected her health as well. She now has asthma which hurt her longevity as a singer. There are broken stairs in Baird that have been broken for two years. Duncan Recital Hall has bad lighting. You cannot see people's faces and people have to bring their own lights to see their scores. This cuts into their ability to recruit students.
- Senator Hare: Text has been changed on the Human Resources page that specifically deals with personnel policies. PAc 17 Sabbatical Leave of Absence is on the website but all of the other polices are not back on the website yet. The following text was added to the website, "Future revision of existing policies or the development of new policies may be proposed by University personnel." This is not now existing policies indicate that policies are reviewed and developed by MSU. The website text also says, "Policies affecting faculty employees will be submitted directly to the President by the Faculty Senate for appropriate administrative review." It contradicts the Faculty Senate constitution. The website text goes on to say, "in accordance with Section 12.2.c of the Morehead State University Board of Regents By-Laws, the President of the University is responsible "to develop rules and regulations as are necessary to carry out the purposes expressed herein." 12.2.c actually says, "Develop rules and regulations necessary to

carry out the purposes of the policies established by the Board of Regents.” The changes don’t match existing university policies and BOR bylaw. Senator Hare outlined the 12.2 duties and responsibilities of the President, which are not taking place. He points out additional text further down on the HR webpage, “therefore, the President may modify, suspend, or develop personnel policies as the President deems such modification, suspension of policy, or development of new policy to be in the best interest of the University, subject to the Board of Regent’s ratification at the next regularly scheduled meeting.” This contradicts shared governance and directly removes faculty senate and staff congress from policy development. The text goes on to say, “the final change policies favorably acted upon will be included in the policy manual when they become effective.” This bypasses faculty participation in the creation of the policy manual. There is no indication as to why this is happening. The PAc 27 proposed revisions from the Provost include adding the President as part of the tenure process. The President has never been included on Tenure Review. Sister institution policies indicate this is not typical. Another proposed revision for tenure annual review says, “The Provost and President may also consider the overall needs of the University while adjudicating tenure applicants.” It seems to indicate a new factor, outside of the FEP, now considers needs of university in tenure review and how the candidate meets these indeterminate requirements. It appears that the President can determine policy in the best interest of the University and does not give a role to Faculty Senate, Staff Congress, and the Board of Regents. The President has complete authority and this raises many questions

- Senator Chatham asked how many visitors the art gallery gets. Julia Finch did not have the number handy but will get the information and place it in the chat.
- Regent Adams asked the Provost if Faculty Senate could have the electronic copies of our policies so we could put them back up. Provost Norman said he has all of the PAcS and UARs. He is not sure why they are not up but will ensure that they get put back.
- President Long met with Provost Norman this week and both are not aware of why the website was put up as an empty shell at many levels. Why would we put it up without the backing documents? It is a problem.
- Senator Janelle Hare agrees with President Long with regards to the website. She asked Provost Norman provide contact information for the person that can get the website updated. Her department has no faculty contact information, nothing about research, etc. Provost Norman will check with Rick Hesterburg to see what he can find out.
- Senator Taylor cannot use the website because of severe motion sickness, which, according to the government affects 35-65% of the population. This means we are excluding this portion of the population and will have a negative effect on recruitment.
- Senator Lennex was told that the Faculty Senate website is in phase 2. Their priority is students and things that students will click on. Senator Lennex noticed that the Staff Congress website was complete last week. However, the Faculty Senate website is still not complete. She wanted to ask Chloe Marstellar and Kelton Crank if there are student pages that are incomplete or inaccessible. It is supposed to be more ADA compliant than it was before. With regards to the personnel policies, Senator Lennex found the personnel policies page from last year, which was not what is being presented on the current personnel policies page. Where did this narrative originate? Who designed it, dreamed it up?
- Senator White sent the link to new page regarding personnel policies to faculty in the psychology department. In any of the responses, no one endorsed the notion that the President of the institution

should be allowed to modify and cancel, etc., policies at will. They felt the interpretation of the BOR bylaws was incorrect/inappropriate. Going forward, we should contact prior administrators, Presidents, and Provosts and see how they regard this policy. Also, do same with constituents. We have to get students involved as well. Senator White said, "These policies were developed over many, many years by many, many people, including many, many administrators. And the idea that one particular person has the wisdom to modify these policies is, as the British might say, a bit ambitious."

- Regent Adams discovered this new language on website because two faculty contacted her. They each were furious with the BOR because of this language. Policies are legal issues. We have interpretation that is not included anywhere and hasn't been endorsed by anyone else. Faculty are told one thing and then told another. She asked Provost Norman to have the contested language removed from the webpage because it is inaccurate. Provost Norman asked that the Power Point be sent to him. He advised he will get the language discrepancies corrected.
- Senator Lennex asked the Provost if we can remove entire narrative. Last spring, we had a very clean site that clearly showed where the policies were located and linked directly to them. We did not need a narrative last spring, we do not need a narrative this fall. Provost Norman said he will make sure the PACs are visible again so people can look directly at the PACs and not interpretations of them.
- Senator Morrison asked if anyone had confronted the President or Provost about this language. What motivated someone to put that language in, which takes away all of Faculty Senate and Staff Congress power? President Long said he has not asked the President. We have only known about it for a short period. He had a conversation with the Provost, then today's discussion. He deferred to Provost Norman. Provost Norman advised he will get the PowerPoint and will then ask question on how the statements got put there.
- Julia Finch said the gallery is named Golding-Yang Gallery. A substantial gift was made to the University by Dino's wife and her brother in memory of Dino Golding and in honor of the Yang family for their substantial contributions to the art programs, student scholarships, as well as the gallery. Such contributions make closing the gallery with their names on it seems almost fraudulent. We have paperwork and we have to report to donors annually. What do we say to them? President Long said one of the Faculty Senate committees may be doing an assessment of the major gifts received and the degree to which the University is actually living up to the terms of those gifts.
- Senator Taylor asked about the Comm Officer position. We need one to write this report especially and communicate it to everyone. President Long asked if anyone wanted to be comm officer but no one volunteered. Senator Taylor suggested we have a rotating Communication Officer. Netting Brock volunteered to do the first rotation. Senator Lennex nominated her to do so for rest of semester. Senator Janelle Hare seconded the motion. All in favor, none opposed, approved.
- Senator Janelle Hare is scared, frustrated, and appalled at the apparent, illegal power grab made by someone to pretend that the President has the authorities that he does not have given to him by the BOR and previous administrators. She hopes that we can push forward with an investigation of the apparent separation of powers. Provost Norman is going to check on this. In his conversations with the President, the President refers back to PACs when making decisions or recommendations. The Provost has had no indication that the President wanted to work around language we have. The President is a stickler to policies. He will get UARs and policies back up and visible. He feels the changes on the website are unfortunate oversights or mistakes. Senator Lennex asked if the Provost was saying the language was misinterpreted. The Provost said that makes more sense and will

investigate. Senator Lennex wants assurance of shared governance. Provost Norman is on the same page with that. Senator Lennex looks forward to hearing origins of language

- Senator Gonzalez Espada said we have not talked about PAc 27 wording regarding the University needs as part of the tenure process. He asked where that came from. The Provost said he is exploring that more based on Senator Hare's feedback. The Provost thinks that it is based on Tenure Track positions not being secure (for budgetary reasons) until that person reaches tenure.
  - Senator Roach said that for colleges and departments trying to recruit faculty, the language on the website will be a deterrent. The President needs to know. The Provost plans to speak with Senator Hare and talk about the language and the best steps forward.
  - Regent Adams is deeply troubled that there is already policy that deals with financial exigency and everything the Provost articulated is dealt with in other policies. It can be cross referenced if needed. No one in any leadership position is apparently aware of what is currently in our policies. There is some breakage somewhere because we have a misquoting from the BOR bylaws on our webpage. That needs to be addressed. The concern that you raised for why there needs to be a change in PAc 27 does not need to occur in PAc 27 because it is addressed in other PAc's.
  - Senator Janelle Hare said we already have policies that address if we are going to cite draconian financial exigency. We don't need to insert language that seems to be time very curiously in keeping with these other encroachments we're seeing. A slippery slope is being prepared wherein more and more power is given to the President and the Provost to supersede other policies that are already in place. The timing is suspicious and arouses concern and doesn't seem to be needed.
  - President Long suggests that every Faculty Senate member take the language in question on website regarding the President's powers and bounce it off their constituents. Bring that back to next Faculty Senate meeting. If we feel that our needs are not being met, then we, as a faculty, need to draft a letter to express our concerns and present that at the next Board of Regents meeting.
  - Senator Lennex encouraged the Regent to ask the student about quotation in the article from the Trailblazer.
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- **New business** - None
  - **Old business** - None
  - **Adjourned @ 5:32 pm**
  - **The recording of this meeting can be found at:**  
<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/b3721ee732dd103b8fb900505681512b/playback>
  - Next Meeting – November 3, 2022 @ 3:45 pm
  - Minutes taken by Susan Perry, Faculty Senate ADS