

Minutes of the Faculty Senate Meeting on 2022-December-1

Senators Present – Benjamin Fitzpatrick, Cheng Cheng, David Long, Doug Chatham, Fatma Mohamed, J.T. Blackledge, Jennifer Clark, Josh Qualls, Joyce Stubbs, Karen Taylor, Katelyn Kaufman, Lesia Lennex, MD Kibria, Michael Kessinger, Monica Himes, Nathania Bush, Nettie Brock, Nilesh Joshi, Roma Prindle, Ronald Morrison, Sherry Stultz, Stephen Brigham, Thomas Kmetz, Wesley White, Wilson Gonzalez-Espada

Senators Not Present – Amanda Skidmore, Janelle Hare, Janet Ratliff, Kimberly Fatten, Rebecca Roach, Timothy Hare (Monica Himes, Proxy)

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 – Anthony Dotson, Dirk Grupe, Joel Pace, Jorge Ortega-Moody, Leeann Akers, Suzanne Tallichet, Xavier Scott

December 1, 2022 – 3:45-5:35

- Call to order @ 3:47pm
- Approval of Nov 17 minutes – Motion to approve – Senator Kessinger; Seconded by Senator Brigham; all in favor; no one opposed; Approved
- Announcements
 - Blackboard revision, Xavier Scott, guest – A new Blackboard landing page was presented. It will not impact courses. It is only the landing page. We will be moving to Blackboard Ultra for courses. There will be a pilot in summer and fall. If the pilot is successful, it should be available for everyone in spring 2024.
 - Senator Brigham asked if it would interfere with other publishers' integrations. Xavier Scott advised this has been worked out for the most part and will be tested during the pilot.
 - Senator Brock asked what is being done to ensure that students do not freak out when they see a different Blackboard page. Xavier Scott advised that they will be communicating with the Student Government Association so they will be aware. They will also rely on the instructors to make students aware that changes are coming and support is available. It was suggested that Xavier Scott make some TikTok videos.
 - Senator Morrison asked what date the landing page would shift. Xavier Scott advised it would be after then winter session ends. He does not have the specific date but he would look it up.
 - Regent Adams advised she will be part of the trial. She also advised she will help him make a TikTok video. They have students that only use the app and do not go directly into Blackboard because they see an overview on the app. This new landing page provides an overview like the app. Will this new page cause problems like the app does? Xavier Scott said he would make a note of that.
 - Senator Kessinger asked if there is a list of potential changes to the core side of it in terms of functionality (e.g. in the prior version, the annotation features change quite drastically). Xavier Scott advised they do not currently have a list. He thinks it still uses the same grading feature we currently use, which includes the annotations. Senator Kessinger asked if the app works with ultra and the new version compared to the old one that didn't work. Xavier Scott advised that the app is independent of the

Blackboard site. Blackboard Ultra and Blackboard Ultra Course make all of your content mobile friendly so you're more likely to have students who won't use the actual app but will use the website instead. Regent Adams suggested that whatever promo is put out, that the include this statement. She feels it will alleviate a lot of concerns. Xavier Scott advised this was the entire purpose of moving to this sort of model because more and more students are using mobile only.

- President's report – Not Present/no report
- Provost's report – Dr. Norman – No report, questions welcome.
 - Regent Adams – An auditor discussed various things that the institution would be facing. A phrase that was used was that unprofitable programs will be the death of universities. The vice chair of the university said that less students probably means less staffing at the University. Regent Adams wasn't sure what was meant by programs and how we, as an institution of higher education, which is non-profit, decide which programs are profitable or unprofitable. She wants the Provost to address what he knows about profitability for programs and what methods are in place to determine what is meant by profit. Provost Norman advised he has had no conversations about profitability for programs. It is complicated and convoluted to determine what constitutes a profitable program. They have been looking at student credit hour production. However, they have not chosen to move to such a model where we would sit there and try to price out what a program costs. They have not set any particular goals.
- Faculty Regent's report – Regent Adams – BOR met today.
 - Craft wants to expand from 135 to 190 students. Renovations will need to be done to address that.
 - The Board did endorse the recommendations and renovations of Cooper. The money is coming mostly from the state.
 - Senator Morrison asked why Cooper Hall? It's the worst building *after* Baird. Why renovating a residence hall that has been empty for years? Is it just because we have money to spend? Senator Adams advised there was a feasibility study that shows Cooper will be a value dorm, and it is there to take the pressure off of Cartmell.
 - Baird plans – Nothing was listed for Baird. However, Mr. Oatman said Baird was discussed but nothing was officially listed about it.
 - We had a clean audit. The auditor thought MSU was doing well. He gave advice for MSU that Regent Adams thought extended beyond just auditing the books. The auditor's four pieces of advice to consider for the future were: 1. Stimulus funding is ending, be prepared. 2. We're hunting for student enrollments. MSU is doing better than other institutions, they have seen what we haven't. 3. Pension liability continues to be an issue but may be reduced for everyone because as interest rates rise the pension liability goes down. 4. Look at expenses, unprofitable programs, fewer students could mean fewer staff.
 - There was a closed session at the end of meeting. Regent Adams was not party to the closed session. Regent Pace was a party to the closed session and can take questions. Regent Adams advised they discussed the grievance she had filed back in March regarding reassign time being removed because it was a legal liability though it had been in place for 36 years. Regent Adams felt that it was demeaning to the role of the Faculty Regent and seemed retaliatory. She filed the grievance through PAc 18. Faculty Rights and Responsibility agreed with Regent Adams. The Board of Regents along with the Executive Committee found there was no retaliation against the Faculty Regent. They said the reassigned time was removed from the Faculty Regent was because apparently the Staff Regent approached the President about things being un-equal. Based on this, it was removed. Regent Adams was not part of that conversation, but because of this

conversation, it was deemed illegal and apparently always was. The Board stated that according to the internal counsel, external counsel, and the Board itself, they determined it is illegal (can be heard in Ms. Akers recording). Regent Adams asked if it's been illegal for the past 36 years, five and half years illegal under current leadership and with a lawyer that we just gave a recommendation to at the BOR meeting and we didn't notice it until apparently Regent Pace asked a question about it out of the blue, what else is illegal? What else didn't we notice.

- Senator Lennex provided the link for Leanne Acres story: <https://www.wmky.org/news/2022-12-01/msu-board-of-regents-addressed-faculty-grievance?fbclid=IwAR3dU008Qvp3TynCVMam-65qq4hzaSwcA9efL7kuSbA-WgCJ-MPum2H66KO> so, you can hear Chair Howard speak about this issue. Senator Lennex also provided public information that indicates there are currently three institutions in Kentucky that give release time to their Faculty regents. This information was also in the recommendation letter.
- Senator Morrison asked Regent Pace that since he was at this meeting a big chunk of today is his pay going to be docked? Senator Morrison was Faculty Regent for six years and they met more than Faculty Regents do currently. It was very common to meet for four to five hours at a time. Todd Thacker was on as Staff Regent for most of that time and no one ever asked Todd Thacker to make up that time or get docked. Regent Pace said he is not being docked. He is salary and works until the job is done. He does not have a prepared statement. Morrison why cooper hall? It's the worst building after Baird. Why renovate an empty residence hall? Just because the money is there? Senator Adams said a feasibility study shows Cooper will be a value dorm because it will take pressure off of Cartmell, but otherwise unsure.
- Shared Governance – There was a notation to the fact the Board agreed that the President does do shared governance. Shared governance is in evidence. Chair Howard also stated that the third recommendation in the grievance, which asked the President to work in concert with Faculty Senate, that the Board agrees with the recommendation. But he cited it as if it was a fact, not something that was recommended.
- PAc 18 will be rewritten. Faculty Senate would be asked to look at it. The suggestion was that the BOR Executive Committee be the reviewing body of any grievance for a President should there be future grievance.
- Staff Congress report – President Flora – They have not met since the last Faculty Senate meeting. The next meeting will be Tuesday, December 6 at 11:00am.
- SGA report – Vice President Crank – Nothing to report
 - Senator Taylor advised she announced to her class that there will be a Reading Day next semester. She thanked Vice President Crank for his part.
- FS Committee reports
 - President Long placed an article on Blackboard for the good of the whole. It is called The Incredible Shrinking Future of College.
 - Exec Committee
 - Update on BOR meeting actions of interest to Senate – Regent Adams covered above in Regent Report
 - Statement concerning Faculty attrition – We are losing a faculty member. Dr. Julia Finch, who was Vice President of Faculty Senate last year, is leaving the University.
 - Article from VOX in Blackboard – President Long placed an article on Blackboard for the good of the whole. It is called The Incredible Shrinking Future of College.
 - Academic Issues – Senator Chatham – The committee has not met. However, on Monday

he received a proposal Lauri Couch to get rid of the 50% rule, UAR 143.02 (Program Length, Curriculum Guidelines and Approval Process). Senator Chatham has suggestions for changes. The changes are on the third page of the document and highlighted in red. Refer to the document on Blackboard. With these changes the core does not have to be 50% of the credit hours. The next change says if curricular changes are made in the program, the documentation about how competencies are scaffolded through the course sequencing must be updated simultaneously through the curriculum process. Senator Chatham proposes Faculty Senate adopt the feedback he presented. A motion was made by Senator Chatham to adopt this feedback. Senator Brock seconded the motion. There was no further discussion. All in favor; no one opposed; Passed.

- Evaluation – Senator Stubbs – They have not met due to the holiday. They will meet in the new year.
 - Faculty Welfare and Concerns – Senator Hare not present; Senator Himes, proxy
 - Making sure PAC’s on the HR website match those approved by the BOR. Most look good and HR has been responsive to all requests for webpage changes.
 - There is no word from the Provost on revisions to PAC-27. The revised policy revision statement that will be posted on the HR policy webpage is in the hands of the HR Director.
 - The FWC is currently revising several PAC’s (e.g., PAC-3, PAC-5, PAC-29, and PAC-30) and expects to submit drafts to the Faculty Senate in the new year
 - Governance – Senator Lennex
 - Revised provost letter for Faculty Regent election (also in Blackboard). Senator Lennex went over the changes and additions. It needs to be approved by the Senate so it can be forwarded to the Provost. A vote was called. All in favor; no one opposed. The changes and additions were approved.
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- New business – None
 - Old business – None
 - Adjourn @ 4:46 pm
 - The recording of this meeting can be found at:
<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/52aa129053e7103baffb00505681b7ea/playback>
 - Next Meeting – January 19, 2023 @ 3:45 pm
 - Minutes taken by Susan Perry, Faculty Senate ADS