

Minutes of the Faculty Senate Meeting on 2023-January-19

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

Senators Not Present – Janelle Hare, Josh Qualls, MD Kibria

Provost – Anthony Norman – Present

President – J. Morgan – Not Present

Faculty Regent – Annie Adams – Present

Staff Congress Chair – David Flora – Present

SGA Vice President – Kelton Crank – Present

Guests – David Eisenhour, Jorge Ortega-Moody

January 19, 2023 – 3:45-5:35

- Call to order @ 3:45pm
- Approval of Dec 1 minutes – Motion to approve – Senator Kessinger; Seconded by Senator Blackledge; all in favor; no one opposed or abstained; Approved
- Announcements – President Long
 - Rick Phillips will join the next meeting to address concerns regarding log in/access issues due to two-factor authentication.
- President's report – Not present/no report
 - President Morgan meets with the legislature on Thursdays during the spring term. A new meeting time is being worked out so that EC can meet with him. If you have anything for the meetings send it to President Long.
- Provost's report – Anthony Norman
 - The attendance census next is week. An email will be sent out tomorrow to let everyone know.
 - Provost search – Provost Norman has Tuesday's PLC meeting Agenda but no further information at this time. He hopes to have information after this meeting.
 - Provost Norman thanked President Long, senators and other faculty for all of their work.
 - Provost Norman is compiling a prioritized list of things that have been hanging unresolved for a year or more. Provost Norman wants to get as much closed out before he leaves in June. He wants to pass an updated list to the next Provost.
 - President Long asked President Morgan if this will be an Internal or external search. The response was not clear. However, the President's email response went to 18 people and only two were faculty. Dr. Long finds this is bothersome since faculty report to the Provost, the head of academic affairs. He feels faculty should have more representation in the decision and will communicate that to President Morgan.
 - Senator Lennex asked that the Provost look at the last national search we did in spring 2020. There were a number of faculty positions on that search. They worked very well. Perhaps they could use this past search as a guide to including faculty.

- Faculty Regent's report – Regent Adams
 - The next BOR meeting is in February and will be held in Mt. Sterling. The March meeting will be a work session.
 - Regent Adams does not have an official BOR report at this time. However, she attended the Staff Congress meeting where CFO Fister-Tucker announced there would be town halls to talk about potential changes to optional retirement programs. Regent Adams does not have any further details at this time.
 - Senator Kessinger asked, with regards to the ORP, if Regent Adams know if they were adjusting it, eliminating it, enhancing it, reducing contributions from the University level, etc. Regent Adams did not have details.
 - Senator Brigham counseled Faculty Senate to be patient. He is on the committee but is not allowed to speak about it. He was able to advise that meetings have been tentatively scheduled for February 6, 2, 10, 2023. Senator Kessinger asked if any individuals in the ORP were part of the committee. Senator Brigham advised he is in the ORP and he is a part of the committee.
 - Senator Lennex wanted to know what committee this was for. Senator Brigham advised it is being unofficially called the ORP Committee. Senator Lennex asked because the list she received before Christmas did not indicate Senator Brigham was on an administrative level committee. Senator Brigham informed her the chair is Mary Fister-Tucker. President Long noted that we will follow it as it develops. There has been concern over the years that committees have been formed administratively to do business that existing committees of the Senate should have purview over. This may be one of those cases.
 - Senator Morrison advised based on his recent experiences with HR he cannot trust but verify. He must verify. He worries any changes to ORP will benefit University and not the individual. Senator Morrison encourages anyone in the ORP to show up and verify the information.
- Staff Congress report – Chair Flora
 - Staff Congress met January 11th.
 - Barry Sparkman, who worked in the library, passed over break, we will miss him.
 - Librarians can't vote in the Faculty Regent election because they are staff. Provost Norman has committed to work on resolving it.
 - There was a staff complaint as to why some staff that have teaching in their job are not being evaluated for that teaching in their yearly staff evaluations. They had a committee to work on it. However, President Long advised a proposal was written under Provost Albert to resolve this issue. That proposal will be reviewed by involved committees and Provost Norman on Tuesday. They are looking forward to a quick resolution.
- SGA report – Vice President Crank
 - SGA met this past Wednesday.
 - Vacancies were filled.
 - They are working to revise their Constitution and bylaws and plan to bring them to their Senate Wednesday for approval. They are slated to be on the docket for the board meeting in February for their approval.
 - Executive board election sign-ups open tentatively in late February. Please encourage student leaders sign up and run.
 - They are looking to continue to their contribution to the student health fund. Look for that in their first February meeting.
 - SGA is holding a student organization festival on ADUC lawn. The tentative date is February 22, 2023. Please encourage your student organizations to join.
 - The arcade in ADUC has been moved to the staircase closest to Moe's.

- They are working with student leaders in the art department to discuss curation strategies to bring student art to the forefront.
- FS Committee reports
 - Exec Committee – President Long
 - Senator Morrison spoke of his concern regarding PG 23, which involves resignation from University employment and the date of retirement. In the past, that date has always been interpreted as June 30th. However, someone in HR is interpreting the policy to say the retirement date must occur at the end of the month in which teaching duties conclude. That date actually varies depending on the faculty member. This can be a problem because once you resign, all benefits end. If you use May 31 as the end date, this leaves no benefits for the month of June. Meaning you have to COBRA insurance or do without. Another problem is with the KTRS time line for retirement, which would cause reduced pension payments for the rest of your life. Meaning the University would be taking contributions but not returning them in benefits. Senator Morrison has brought it to HRs attention and they are working to resolve the issue. Senator Morrison is sharing this information so Executive Council can provide input in the revision or clarification of the policy and to ensure it is uniformly administered. It is still unclear what happens if somebody resigned from the University at the end of December and how their benefits are handled. He wants to see the issue resolved fairly and equitable across the board.
 - Senator Hare was made aware of this issue. Since Staff Congress handles PGs, Senator Hare contacted Chair Flora. They're working together to move the update of PG 13 forward. They are working on a solution for those who retire in the fall.
 - Regent Adams noted that we should tie the points together to address the issue and highlight it is interrelated. We want to stress that we appreciate the work the Provost has done with them but the problem is higher level. Ms. Fister-Tucker and Dr. Adkins have both been very welcoming. The problem is things get stopped at certain times and this is what we want to address. She outlined some of the issues we are seeing, including lack of shared government.
 - Academic Issues – Senator Chatham
 - Syllabi language policy – This will be considered at committee meeting next week. There has been a suggestion recently to put the syllabus on landing page of Blackboard.
 - Authentication protocols – This will be discussed at the committee meeting next week.
 - The Gen Ed Council has not met since September (meetings were cancelled). That is why there have not been any reports. If you have any concerns for the Gen Ed Council please let Senator Chatham know.
 - Evaluation – Senator Stubbs
 - Dean evaluation revisions have been sent to committee. They will review again next week for any other changes.
 - Faculty Welfare and Concerns – Senator Hare
 - PAc 27 revision, status check – no new information on this or PAc 17. The Provost has been in contact regarding the progress. Provost Norman advised that PAc 17 is back with Faculty Senate. PAc 27 is on his agenda when he meets with President Morgan on Monday.
 - Just received a nearly final version of the policy revision document that he is

working on with the HR director. This is the process for revising and changing our policies. The most recent version is on Blackboard. Please read through it.

- There needs to be a way for faculty and staff at MSU to file grievances against the President. We cannot use PAc 18. We may need a new policy. Work continues.
- Faculty Welfare and Concerns will start meeting again next week and will bring a number of PACs to senate. They will try to keep it to 1 or 2 at a time.
 - Senator Gonzales-Espada asked if the University had an ombudsman. Senator Hare said we do not. They tried to create one but it was denied President Andrews. Senator Gonzales-Espada asked if we could try again. President Long said we can consider it.
- Governance – Senator Lennex
 - The committee has not met since last semester.
 - Faculty Regent Election – This is a regularly scheduled election. They’re held every three years. The last one was 2020SP. We had an interim election in 2019SP because the Regent left the institution. If you are interested in running, petitions are available. The deadline is January 27th.
- New business –
 - Senator Hare announced that UCW will meet at Sawstone Brewery after the meeting today.
 - Senator Hare placed a survey in the chat. It is a UCW MSU Employee Workplace Survey to better understand the main concerns of MSU employees. Please feel free to complete it (<https://tinyurl.com/ucw-msusurvey>).
- Old business – None
- Adjourned @ 4:44 pm
- The recording of this meeting can be found at:
<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/2bc316b97a68103bbbf6005056813c13/playback>
- Next Meeting – February 2, 2023 @ 3:45 pm
- Minutes taken by Susan Perry, Faculty Senate ADS

