

Minutes of the Faculty Senate Meeting on 2023-February-2

Senators Present – Amanda Skidmore, Benjamin Fitzpatrick, David Eisenhour, David Long, Doug Chatham, Fatma Mohamed, J.T. Blackledge, Janet Ratliff, 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, Roma Prindle, Ronald Morrison, Sherry Stultz, Stephen Brigham, Thomas Kmetz, Timothy Hare, Wesley White, Wilson Gonzalez-Espada

Senators Not Present – Cheng Cheng, Dongfeng Li

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 – Not Present; Presley Voyer, proxy

Guests – Christy Boggs, Delar Singh, Douglas Mock, Jorge Ortega-Moody, Rick Phillips, Steve Cheng

February 2, 2023 – 3:45-5:35

- Call to order @ 3:45pm
- Approval of Jan 19 minutes – Amendment – Page 2, second bullet down regarding town hall meeting should read February 6, 9 and 10 not 6, 2, 10. Motion to approve as amended – Senator Morrison; Seconded by – Senator Skidmore; All in favor; no one opposed. Approved as amended
- Announcements
 - President’s live stream – President asked for comments on the ORP. You can send your comments to President Long by February 8th.
 - Guest lecture by Devon Brenner of Mississippi State University on rural K-12 and Higher Education on Feb 7, 4pm ADUC Theater. Dr. Brenner is the editor of the National Rural Education Association’s Journal. There will be snacks following the presentation.
 - Dr. Eric Brown and Dr. Bernadette Barton are holding a talk called Feminism 101: Gender Studies Saves the World on February 21, 3:30-4:30pm.
- Guest speaker: Rick Phillips – Roll out of multi-factor authentication systems update. Mr. Phillips explained why we have multifactor authentication. The roll out date was chosen after winter session ended but before spring session started to have the least impact.
 - Senator Brock had to set up her MFA yesterday, will she have to set it up again? Mr. Phillips advised she will not have to set it up again.
 - Senator Stubbs has a grad student who cannot get into her account. Mr. Phillips advised to direct her to help desk. Senator Stubbs had already advised her to this. The grad student was told by the help desk that it could be two weeks before it is resolved. Mr. Phillips advised to forward him the information so he can take care of it personally.
 - Senator Gonzalez-Espada wanted to provide a word of caution to everyone. When he tried to set up MFA, he went to the App Store. There are several apps there that have similar icons, names, etc. It is easy to download the wrong one. Be careful because some charge.
 - Regent Adams is concerned that Mr. Phillips and his war room have the information they need because the institution does not have the greatest record keeping. Is part of the problem re-classification? How can your office function when we have shifting classifications? Rick Phillips said it is difficult to manage identities in a university setting, especially when you have both student and employment records for the same person. The process and system to classify individuals, which needs to be revised. There needs to be a discussion about this as well as a zero-trust model. Colleague/Ellucian will be working with them to address such issues. Many of the systems that manage identities are home grown. How do we replace the homegrown with an outside system that does go bankrupt in 10 years?

We need an industry supported platform. It may take another year to make things set solid.

- President Long said he can provide a report of staff that also function as instructors.
- Senator Hare said when MFA turned on it broke email and calendar clients because they don't support MFA. He uses two factor authentication with Google and they provided passwords. Will MSU's MFA provide app specific passwords for apps that don't use MFA? Mr. Phillips said the MFA can typically be worked around. The bigger problem is that on October 1, 2022, Microsoft deprecated imap and pop functionality, which are both older ways of sending and receiving email. They now only allow methods that use stronger encryption techniques. They use new protocols that Rick Phillips needs to research. Microsoft said they were turning off the old functionality on October 1, 2022 but didn't actually turn it off until about two weeks ago, which coincidentally lined up with our student go-live. Rick Phillips suspects this has caused part of the problem. Senator Hare cannot access mymoreheadstate.edu unless he opens an incognito tab. He tried to watch the President's livestream and was prompted to install the Webex browser extension; however, you cannot install extensions on incognito. He was able to work around the issue but it was cumbersome and frustrating. Rick Phillips explained why this happens. They are working with the vendor to resolve the issue.
- Rick Phillips advised there will be a new wi-fi system in place by Christmas.
- President's report – Not present/no report
 - President Morgan is at the State Legislature on Thursdays this term. The Senate Executive Council will be meeting with the President on February 10. Please send questions or comments you have for the President, to the EC.
- Provost's report – Provost Norman
 - Provost Norman did not have a specific report. He offered to take questions.
 - Senator Brigham asked if we have the procedure for obtaining a new provost and if it was an internal or external search. Provost Norman thought they would get information in the PLC; however, it was not detailed in that meeting. The President was inviting input for next steps but that is it.
 - Senator Morrison asked if there was a public hiring plan for the university. He is concerned when he and Dr. Colburn leave in June because they will only have 4 tenured faculty me. Provost Norman does not know of a public plan. As positions open he is working with the deans and data to make the case to the President to get positions refilled. Sometimes the data supports filling it. Sometimes it doesn't and they must wait.
- Faculty Regent's report – Regent Adams
 - The next meeting is February 23, 2023.
 - Regent Adams was asked about the Presidents live stream and the February 8 cutoff date. The BOR usually gets the board book ten business days before the meeting. They were told they could give feedback to the President by February 8. So, February 9 the board should have the elements.
 - Regent Adams advised she is withdrawing her name from the regent race. Her department has lost eight tenure track positions. There was no data to justify not hiring replacements but plenty to justify hiring them. She will now have to take on more classes due to lack of English instructors. Eight positions that were lost, leaving only four, of which only two are English. Senator Brigham thanked Regent Adams and Joel Pace for helping to get raises. Regent Adams advised the BoR was not consulted regarding raises. Faculty Senate helped to get those raises.
 - Senator Hare advised the EC has always kept compensation to the forefront when meeting with the President. He also thanked Regent Adams for all of her work.
- Staff Congress report – Chair Flora
 - They have not met since the last FS meeting. They will meet next Tuesday at 11am.
 - Evaluating staff teachers – They have had a productive discussion with Provost Norman on this issue. He hopes to hear more about that soon.
- SGA report – Vice President Crank not present; Presley Voyer, proxy
 - New Chief of Staff is Emma Sherman
 - Student Choice Awards are upcoming. Be on the lookout for further details.
- FS Committee reports

- Exec Committee – President Long – no report
- Academic Issues – Senator Chatham
 - The committee is not ready to endorse the syllabus checklist proposal to take parts of syllabus that everyone has to repeat verbatim put in a BlackBoard landing page. However, they are still considering it. Discussion raised additional issues such as what requirements are we following from state, federal and accreditation requirements, etc.
 - Artificial intelligence concerns – Dean’s council is working on amendment to the academic dishonesty policy to address systems that can write papers and pass tests.
 - Online teaching guide – They will continue to work on this guide.
- Evaluation – Senator Stubbs
 - The committee met last Thursday.
 - Dean evaluations – They believe they have finalized this document. It was sent to Executive Council this past Monday. They hope to meet with Provost Norman and get his input soon. President Long said it looked fine to him. He asked that Provost Norman set up a meeting to discuss it. The Provost asked Senator Stubbs to request a meeting in an email to him and Sabra Lowe.
- Faculty Welfare and Concerns – Senator Hare
 - There is no new information on the progress of the PG 23 revision regarding interpretation of retirement date and benefits.
 - There is no new information on the progress of PAc 18 / Faculty Rights and Responsibilities.
 - The policy revision document is being run through some vice presidents. Hopefully that final check will go through quickly and we’ll have a clear, strong statement about shared governance and the development and revision of policy at MSU.
 - PAc 27 – The Provost has been meeting with the President to work through faculty concerns.
 - Senator Gonzalez-Espada asked if the Provost could provide examples of non-FEP criteria that are under consideration. Provost Norman said the issue is that even though someone is on tenure track a decision has to be made each year to keep them or not. They need to be moving along successfully on the FEP. Also, we could hire someone on a tenure track position but then the program may have a drop-in enrollment that caused that position to be eliminated.
 - Regent Adams said there has not been a precipitous drop in English majors. There is actually no data justification to get rid of eight tenure track faculty lines. We need proper classification that remains consistent over time utilizing data that we can objectively point to in order to make a reasoned call based on the institution.
 - Waiting on PAc approvals / comments
 - PAc 5 revision, first reading – The revised version is posted on Blackboard and was shared in the meeting. This is on consulting. The significant faculty work is in reporting when they are engaged in consulting. The FWC investigated simplifying the process. They found many departments have their own forms; however, UAR 114.03 has a university wide form. The FWC asked HR to define the time when employees are normally assigned duties by the university. The response was that these times are generally 8am to 5pm Monday through Friday, but may vary depending on the specific employee’s assigned work. The next change specifies that the only action faculty need to take in terms of informing the university of consulting is to use the standard form across all of campus. There is no need for any other form to be filled out, just this one that can be found with the UAR. It is straight forward and simple. The only other changes are with regards to wording related to this form. This is a first reading. Ask or send questions or comments so they can be discussed before the next FS meeting.
 - Senator Kessinger asked what was the status regarding PAc 29 on workload formulas. Senator Hare said it is part of the committee’s concern. There has been work on it but they have not been able to bring it forward due to time constraints. Last year, the ad hoc committee recommended that colleges manage their own workload formulas. But no action was taken. The FWC had suggested to modify it to say each

college will manage their own. Senator Kessinger said the ad hoc committee submitted a suggested set of formulas for each of the areas related to the URL. Senator Hare said Faculty Senate would have to decide how to act on this and develop the formulas. The FWC has not had time to tackle it yet.

- Governance – Senator Lennex
 - Faculty Regent election
 - Candidates – We had four qualified candidates; however, Regent Adams withdrew her application. There are three remaining candidates: Senator Steven Brigham, Senator Steve Chin, Senator Joyce Stubbs.
 - Logistics - There will be a forum February 22 from 3p-5p in the ADUC Little Theater. It will be recorded and streamed prior to the election, and the election will begin on February 27. The candidates will be prepared to answer questions generated. The audience can ask questions as well. You're encouraged to come to and participate in the forum. Refer to list B on the Faculty Senate Blackboard shell if you are unsure who can vote. Please encourage everyone to vote.
 - President Long and Doug Chatham lost connection to the meeting. Senator Brigham advised Wi-Fi is out in school of business. That may be why others have lost connection.
- New business – Senator Brock was told by one of her constituents that they had a meeting with their associate dean in which they were told that the higher ups were thinking of taking away their reassign time for being a program coordinator. There doesn't seem to be a policy on reassign time. There should be compensation for all of their work. Senator Hare advised the College of Science does not have chairs, only associate deans. Faculty is expected to do what the chairs did. Just last year sociology and criminology finally got a coordinator. The coordinators only get one course release per year. It has been discussed with different, provost, deans, etc. over the years but they do not want to codify it. They want to keep it flexible and keep cost down. By allowing the system to continue this way with no regulation, control or standards, we're allowing people to get taken advantage of. Regent Adams said it is also a problem in the Caudill College of Humanities. They moved to the associate dean model years ago because it was supposed to save lines but it didn't. It has amplified work. It is happening in other colleges as well. There seems to be a movement from higher up to do the same to the College of Science. They don't want to codify because what counts as numeration varies. Reassign time is coming from escrow accounts. Escrow accounts are for instructional funding. President Long suggested to all faculty to just resign program director as a body; or form group of program directors and standardize this across the university. Stand in solidarity and get it ironed out. Provost Norman said some are being compensated by remuneration and some by course release and some not at all. There is no standardized process. Every college different. President Long said perhaps we need to put an organization or university level committee to keep eye on it at least once a semester. President Long will get this on the EC agenda and decide how to move forward.
- Old business - none
- Adjourned @ 5:14 pm
- The recording of this meeting can be found at:
<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/7ca775d88568103bb7ff005056819aa4/playback>
- Next Meeting – February 16, 2023 @ 3:45 pm
- Minutes taken by Susan Perry, Faculty Senate ADS