

## Minutes of the Faculty Senate Meeting on 2023-February-16

**Senators Present** – Amanda Skidmore, Annie Adams, Benjamin Fitzpatrick, Cheng Cheng, 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** – David Eisenhour, Dongfeng Li

**Provost** – Anthony Norman – Present

**President** – J. Morgan – Present

**Faculty Regent** – Annie Adams – Present

**Staff Congress Chair** – David Flora – Present

**SGA Vice President** – Kelton Crank – Present

**Guests** – Ahmad Zargari, Christy Boggs, Douglas Mock, Joel Pace, Suzanne Tallichet

### February 16, 2023 – 3:45-5:35

- Call to order @ 3:45
- Approval of Feb 2 minutes – Motion to approve - Senator Kessinger; Seconded by – Senator Gonzalez-Espada; All in favor; No one opposed; Approved
- Announcements
  - Feb 21, 3:30 ADUC 325: Dr. Eric Brown and Dr. Bernadette Barton are hosting a talk called Feminism 101: Gender Studies Saves the world, a campus conversation exploring myths about feminism as well as what Gender Studies is and why it matters.
- President's report – President Morgan
  - Salaries and compensation – Send feedback
  - Provost search – National, external search is not possible this spring. It will either be an internal search or an interim.
    - President Long – 60-70% of his respondents were in favor of an internal, interim Provost and then a national search. About 30-35% were in favor of an internal permanent Provost.
    - Senator Hare – His constituents agree with President Long's assessment. They desire stability with provost hire. They want a permanent hire with their Dean as well.
    - Senator White – His constituents prefer an external but since that is not option they prefer an internal interim with an external search later on.
    - Senator Brigham – About a third of his department responded. They were all in favor of a permanent internal Provost.
    - Senator Prindle – In her department, the majority wanted permanent internal Provost.
    - Regent Adams – Suggested surveying faculty.
  - Senator Morrison – Hiring plan – Is there any kind of formula or document that could be shared with faculty so we could make an argument for a replacement or new faculty member? President Morgan – For every academic unit they have put together a 4-5-year look-back of student credit hours. This was not in the attempt to dislodge anyone from service, but as positions come open, how do we have a rational semi-guiding formula to determine if a position should be refilled? Each time a position comes open we look at a number of things, complexion of department, in general, who may retire or leave over the next year. We look at our diversity plan and state metrics. Also look at student credit hour generation grid to see if the program/department is generating enough credit hours to justify x number of full-time people. Some units are perceived overweight and others underweight. How do you justify moving money from one to the other? Senator Morrison – It would be helpful to have a written document of how these decisions are made so we can make the best

case to administration to hire. Regent Adams – People in the department have been told not to go over a cap of 19 due to rankings, but that factors into our credit hour generation.

- Regent Adams – ORP – People understand less fees will be paid out for faculty. They do not understand how and why the institution was involved. President Morgan – The board delegated to look at it for fiduciary ability, to drive down fees overall, and to make sure the investment portfolio individuals can safely put their money in. The net result is the individual investor will likely have a safer port to invest in, one that is monitored over time and should, in general, lower the fees because the groups negotiate down the cost of fees to individuals. Senator Brigham – Advised there were five town hall meetings. MSU is a fiduciary and needs to keep up with the best practices of the time. If there are additional questions regarding the ORP they should be sent to Benefits before the end of February. On March 9, there will be another committee meeting to consider all input. He advised Regent Adams to send an email to [benefits@moreheadstate.edu](mailto:benefits@moreheadstate.edu) and they would give her the answer she needs for her constituency in writing.
- Provost's report – Provost Norman
  - CPE Open Education Resource Sessions – More information to come on Monday.
  - Regent Adams – Interim Dean and Interim Associate Dean. Once he leaves, we will not have any philosophers, which means philosophy may be dead. Will they survive? Is there a plan for permanency? What is going on before Provost leaves? Provost Norman – It makes sense to have a Provost who would have some role in deciding who the next Dean would be. That is probably why that has been delayed. Regarding the associate Dean position, there have been conversations about reorganization but they are nowhere near a final decision. You will survive. There will be a search for a tenure-track philosophy position with Scott Davis' retirement.
  - Senator Brigham – Could we give preference to a woman for Provost, in the interest of Diversity? Provost Norman – This will be out of his purview but is glad to make a note that this is a desire. There is a desire to continue to strengthen and celebrate diversity across the campus.
  - Senator Hare – He is fielding questions about future of programs and hiring that he can't answer because no information is being shared. He requested that the various updates that go out include the status about hiring. There seems to be a general feeling that the faculty does not play a role in these critical decisions. Can we improve communication, keep us informed, and show how faculty are going to participate in these processes? Provost Norman – Would like to hear more specifically about what he'd like to see. They can discuss this when they meet.
- Faculty Regent's report – Regent Adams
  - BOR meets this Thursday in Mt. Sterling. The compensation plan the President laid out is in the Board Book.
- Staff Congress report – Chair Flora
  - Met Tuesday February 7. President Morgan was there fielding questions about the proposed compensation raise.
  - CFO, Mary Fister-Tucker, presented on pending changes for the ORP.
  - Ad hoc sub-committee on evaluations for teaching staff are working on a proposal for an evaluation tool.
  - Many staff salutes were recognized at the meeting.
- SGA report – Vice President Crank
  - Spring session next week at ADUC. This is a gathering of student organizations to foster a sense of community on campus.
  - Election cycle – Sign-ups for the Executive Board open next Friday. Encourage student leaders to run.
  - Senator Hare – Students say they can't find ways to get a driver's license and learn how to drive. Can SGA do anything to help out these students? Vice President Crank said the international student representative just advised that a large portion of our international student population was having the same issue. They will be discussing the issue.

- FS Committee reports
  - Exec Committee – President Long – nothing at this time
  - Academic Issues – Doug Chatham
    - Gen Ed Council – They met on 7<sup>th</sup>. They have divided into three teams. One will work on the revision of the Gen Ed website, one will develop a policy for proposing changes to the Gen Ed program, and one called Gen Ed Revision Team. It is not clear what the third team will be doing. Their FYS committee is working on an instructor evaluation process. Their next meeting is Tuesday, February 21.
    - Syllabus checklist – This was discussed with their guest, Annie Adams. They are in support of her proposal. They are working out details.
    - Artificial intelligence cheating concerns – They are waiting to see what Deans’ Council produces
    - Online teaching guide work continues
  - Evaluation – Senator Stubbs
    - Met last week
    - Dean evaluations update – Met with the Provost on Monday. They have input for the Dean’s evaluation they’ve been working on. That will be the first item on their agenda next week.
    - Annual review processes – This continues to be an item of discussion.
  - Faculty Welfare and Concerns – Senator Hare
    - Policy revision document – There is no new information on the Policy Revision document. They are waiting to hear back from Human Resources.
    - PAC–27 Tenure and Reappointment – There was a discussion between the EC and the President on Friday. The Provost was a part of it as well. They have some ideas how to move forward. He will meet with the Provost in the coming week to discuss it further.
    - PAC–17 Sabbatical Leave of Absence – They are negotiating wording changes and hope to bring it back to Faculty Senate in the near future.
    - Second reading of Pac–5 Consulting – This was shared on screen. No suggestions, questions, or amendments were received since the last time. The key change is the statement regarding use of the authorization form to perform private consulting, which will now link to the consulting form. This will be the only form and will be used across the entire campus. There will be no other form.
      - Senator Kessinger – Wanted to clarify definition 1, regarding the employee’s assigned time. Senator Hare believes the second half of it, ‘but may vary depending on the specific employees assigned work,’ covers faculty assigned work time. Dr. Long also believes the language covers the needs of faculty and administration.
      - Senator Chatham moved to approve the second reading. Senator Brigham seconded; all in favor except one opposed; the revised PAC passes.
    - First reading of PAC–3 Emeritus Status for Faculty – shared on screen. The only change is at end under privileges of emeritus status. Faculty with emeritus status would be able to continue using their ID card, MSU email account and University laptop. The Provost and IT are in general agreement. IT wanted to know if they have the right to free access to MS products on their computers. This will have to be taken up in the future. Senator Morrison asked about the faculty office. Senator Hare advised that did not change. Senator Brigham wanted to confirm that emeritus faculty can use the online library. Senator Kmetz confirmed if they have an eagle account they can use it. Senator Morrison suggested a statement about full library privileges should be added. Senator Hare said it has been considered and they hesitate to do so due to legal licensing status. Send questions or comments to Senator Hare. There has been an issue with free access to the Wellness center. Some have been charged. Senator Hare will discuss it with the Provost at their meeting next week.
  - Governance – Senator Lennex
    - Election for at-large for 1-year to Level Up! Comm: Amanda Skidmore (COS) – All in favor; no one opposed; Approved

- Reminder: Faculty Regent Forum on the 22<sup>nd</sup> – Little Theatre 3-5pm; all regent candidates will be there and answer questions; open faculty forum. You are encouraged to come and participate.
  - Reminder: Regent Election starting on the 27<sup>th</sup>. It runs through March 10. You will get a reminder from Institutional Research. If you do not get this email, notify Senator Lennex.
  - Reminder: Faculty Comm Preference Survey starting on 27<sup>th</sup> – This will come via email. It is to obtain preferences for standing committees. Look at the website to see what is available.
- New business
  - Senator Lennex – Faculty Senator elections this spring. Ten departments have senate positions that end in same year. Those departments need to go to their Department Chairs and ask for a vote. One of those terms should extend for a year so there can be a rotation. The results should be reported to President Long by March 1<sup>st</sup> at the very latest. If they do not hear from the department, the Governance Committee will decide and propose to the Executive Council and Faculty Senate.
    - Senator Taylor - They reduced requirement to two years because they couldn't get anyone to serve. She suggested a one-year appointment. Senator Lennex advised to propose that to their department.
    - Senator Ratliff – Though management and Marketing had one coming off and one staying on. Senator Lennex advised her to check department records and let us know if we need to make updates online.
    - Email Senator Lennex with any questions.
- Old business
  - Senator Chatham asked if we want to continue meeting online / make it permanent? Let him know so he can make a proposal if needed.
  - Senator Brigham – Would like to see the photos back online. Senator Long will make the request.
- Adjourned @ 5:07 pm
- The recording of this meeting can be found at: <https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/c58ae1b39068103bb9cd00505681bb64/playback>
- Next Meeting – March 2, 2023 @ 3:45 pm
- Minutes taken by Susan Perry, Faculty Senate ADS