

Minutes of the Faculty Senate Meeting on 2023-April-20

Senators Present – Amanda Skidmore, Cheng Cheng, 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 – Benjamin Fitzpatrick

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 – Ahmad Hassan, Christy Boggs, Douglas Mock, Jorge Ortega-Moody, Sherif Rashad

April 20, 2023 – 3:45-5:35

- Call to order @ 3:45pm
- Approval of April 6 minutes – Motion to approve – Senator Morrison; Second – Senator Eisenhour; All in favor; no one opposed or abstained; Approved
- Announcements – Refer to Executive Committee Reports
- President’s report – Not present, no report
- Provost’s report – Provost Norman
 - PAc 5 Consulting – Has been fully approved and will go to BoR in June for approval
 - PAc 17 Sabbatical – Has been fully approved and will go to BoR in June for approval
 - PAc 3 Emeritus – wrote to FWC on April 7th, this one is stuck because the committee wants access to wellness center for emeriti faculty. The Provost has been asked about the costs and # of faculty emeriti; however, no one has an official list of faculty emeriti. He suggested FWC to get everything else done and leave this piece out for next year since we have a May 1 deadline.
 - Regent Adams asked if Provost Norman had spoken with Foundations about the list for emeritus faculty. He did. They had an alumni list but not an emeritus list. He will need to go over the BoR minutes over the last decade or two and compile a list.
 - Dean Evaluation – The Provost said he is ready to implement that for next year and it has been sent to the President but he has not responded back. There appear to be no challenges or concerns. The President just needs to get it into the academic calendar next year.
 - President Long said the Dean Evaluation has been approved by the President and can be implemented.
 - Librarian proposal from staff to faculty – This is still active. The Provost has given it to the President. Provost and President will work on it right after graduation and hope to resolve before July 1.
 - Celebration of Student Scholarship was phenomenal. Students and faculty are doing amazing work.
 - Senator Brigham asked for an update on the temporary Provost? Provost Norman said he believes that person has been vetted and the contract is being finalized.
- Faculty Regent’s report – Regent Adams
 - The next BoR meeting is June 15th. Regent Adams’ last meeting.
 - Does BoR know the President has applied to job in Florida? Yes, he sent email to the BoR on April 11th to notify them.

- Staff Congress report – Chair Flora
 - The last meeting was April 4 at 11am.
 - Work continues on a revision of language on UAR 31904 which allows employees who complete an advanced degree while working at MSU to apply for a bonus to their base pay. The suggested revision removes a one-year limit to apply for bonus after completing the degree.
 - Chair Flora was part of the group that helped select an interim Provost candidate, Dr. Raj Parikh.
 - Kentucky Senate joint resolution 98, concerning the formation of an additional four-year institution for our area as well as possible realignment with KCTCS and regional universities.
 - Nominations for new Staff Congress members are wrapping up. There should be a vote on them next week.
 - Officer elections are in June.
 - This is Chair Flora's second and final year as chair.
 - Doug Chatham will be chair beginning in fall
 - Senator Hare asked if there was any word on PG-23. Chair Flora has not heard anything but will ask again.
- SGA report – Vice-President Crank
 - VP Crank spoke with the interfraternity council about reading day and its importance. Senator Brigham wanted to know how students know about Reading Day because his students were not aware. VP Crank advised their PR team is working on signage and other items to get the word out next week.
 - Student Choice Awards – Wednesday, April 26
 - Transfer of leadership – Wednesday, April 26; Mr. Crank's last day as Vice President.
- FS Committee reports
 - Exec Committee
 - Organization chart review, analysis – Senator Lennex advised the organization chart is approved by the BoR every six months or so.
 - Regent Adams presented the organizational chart for Academic Affairs (also in meeting folder). There have been many changes in terms of leadership. This is an opportunity for faculty leadership to step. Currently, there are several internal appointments, which were put in by President Morgan. There are also many interim appointments. AVP Couch is leaving as well. This particular chart was approved in the February BoR meeting. However, it is inaccurate and was when it was approved by the BoR. Regent Adams advised she has never approved one that has been accurate. The BoR assumes its accurate but it isn't. Regent Adams advised we need to be aware of what is going on and prepare accordingly. There are many changes in leadership going forward. We do not have a line of succession. Faculty needs to acknowledge and address because this cycle is harming programs, faculty and students. How can we help one another regarding instability? Further changes may be occurring. If the President leaves, will he take any employees?
 - FYS going forward – President Long has been thinking about the structure of the program for a number of years and how to get control back. President Long is also part of a working group through Spencer Foundation to address the gap in climate change education in the US. He is thinking about attaching it to FYS. He wants to take up this area, but they could take up other topics such as pandemics or changes in the economy, etc. We could bump numbers back up so there will be less classes. This will keep them from being dumped on the instructors. In short, the faculty should have charge of the FYS class. President Long will not be FS chair in fall; however, he will be glad to be part of committee to address this issue.
 - Regent Adams said to think of this an opportunity to help ourselves, our students, and the region.
 - Senator Ratliff asked if there is enough faculty to teach FYS since there are not many left.

President Long said they would analyze if faculty have the flexibility to add it to their schedule and if they would volunteer to teach that kind of class. It would be ongoing work. Senator Ratliff is concerned about best practices, retention efforts and effectiveness of the class.

- Senator Hare wants faculty to have full control of first year seminar. This is the chance for faculty to take back control and produce something better.
- President Long concluded this conversation for now; however, it will continue to be discussed going forward.
- Academic Issues – Senator Chatham
 - Online teaching guide – This draft of this document is in the Blackboard folder. Senator Chatham asked Senator Brock to speak on this item since she did most of the work on it. Senator Brock said we have more and more online education but have not had guidance on how to move classes into online classes (other than Blackboard guidance). She put together some best practice guidance on how to move to online from face-to-face classroom. Senator Hare has reviewed the document. He thinks it is excellent and wish he'd had it long ago. Senator Hare said that his committee has been reviewing UAR 136 revisions. They had been struggling with it because as a policy that guides you through various instructional formats and modes it is very antiquated and doesn't reflect what is done in classrooms. This document is much better.
 - Reconceiving the UAR 136 – The committee will look at this UAR next week. In particular the different instructional modes in light of what is in this guide.
 - Senator Brigham said the School of Business met yesterday regarding online teaching best practices. They were considering such a manual. He asked if he could send this document to that committee chair. Senator Chatham advised he could and to also send it to his constituents. Senator Brigham advised this will save work for that committee.
 - Senator Morrison wants to understand what force is behind this document. Is it being endorsed by Faculty Senate or a sub-committee? Senator Chatham said this is not any sort of policy and is not intended to have any force. It is just a set of recommendations from the committee. Faculty can choose to follow or not, it is not intended to force anything.
 - Senator Taylor said there are recommendations for online teaching but nowhere for faculty to get training online. She has attended online trainings but has not been taught how to use technology and software. When tools change there should be workshops to train instructors how make the technological leap. Why don't we have someone to teach us what we need to do if we need to teach in an online environment?
 - Senator Ratliff asked about the depth and detail of the guide. Senator Brock said it goes over basics of how to communicate with students, placing rubrics in Blackboard, basic rubric to assess on how well done an online class is, etc.
- Evaluation – Senator Stubbs
 - The President signed the dean evaluation. That will be implemented next year.
 - Discussion of annual reviews – they overlap.
 - FW&C work for next year – They are putting ideas together for FWC and hope to go into more depth next year.
- Faculty Welfare and Concerns – Senator Hare
 - PG-23 - Resignation from university employment – Status – Waiting for university counsel to respond.
 - PAc-27 & PAc-26 – Waiting on more discussion with the Provost.
 - PAc-17 Sabbatical – Approved, thanks to the committee for their work
 - PAc-5 Consulting – Approved, thanks to the committee for their work

- PAC-1 & PAC-31 – We are keeping tabs on the librarians' negotiations with the Provost. We expect the results to require changes to both PACs for clarification of the status of librarians.
- FWC Action Items
 - PAC-3 Emeritus Status for Faculty – The FWC wants to submit the revised PAC-3 for final approval, without final determination of emeritus faculty access to the wellness center. A determination on access to the wellness center cannot be made at this time due to the lack of records of emeritus faculty. Cost estimates cannot be made without those data. He wants to bring forward PAC-3 in current form, which has been voted on and approved. He asked that faculty pass it as is (without wellness benefits). Senator Hare shared PAC-3 on screen and went over the one change regarding MSU ID card, account and laptop (card and laptop were added). A motion to approve was made by Senator Taylor and Senator Boggs seconded. All in favor; no one opposed or abstained; approved.
 - PAC 18 & Grievances against the President – Senator Hare went over the changes. The document can be found in Blackboard. One change allows for a committee to be formed if a grievance is file against the President. Senator Kessinger asked who would call this special committee? Senator Lennex said the chair of FRR would convene the special committee. Senator Kessinger asked if that needs to be specified. Senator Lennex said that would be a friendly amendment for the second reading. The other minor changes were outlined.
 - Senator Morrison suggested the special committee should be called a hearing to be in line with PG 22. He also said the chair of the hearing board should be designated. Senator Hare will take the suggestions back to the committee.
 - PAC-29 workload table. Senator Hare shared he document onscreen, which is posted in Blackboard. He went over the changes, which included online instruction as a course type as well as changes to lab weight. Provost Norman wanted to get a version of this approved if possible. Senator Chatham made a motion to suspend rules and treat this as second reading. Senator Kessinger seconded the motion. All in favor; no one opposed or abstained. It was approved to suspend rules and treat as a second reading. with friendly amendments. Second reading had no further discussion. A vote was taken; all in favor, no one opposed or abstained, Approved.
- Governance – Senator Lennex
 - Second readings on two items. They deal with PAC 17, Excellence in Teaching Committee description and Research and Creative Productions Committee description. All are located in the April 6 Faculty Senate Blackboard folder. There were no friendly amendments or changes. President Long suggested moving these two forward as a package. All in favor; no one opposed or abstained; approved. They will be sent forward.
 - Second reading on Intercollegiate Athletics Committee description – There is a minor change in meeting times from twice/semester to once/semester and change in membership rotation so all won't be on the same rotation due to 50/50 male to female requirement. There were no changes since last reading. Senator Taylor asked if non-binary individuals were covered. Senator Lennex said there is nothing in requirements as of now. All in favor; no one opposed or abstained; approved.
 - 1st reading Faculty Rights and Responsibilities committee description; send comments/changes by Monday to Senator Lennex
 - Committee appointments to come in August. Once all changes have been made in faculty there may be vacancies.

- New business
 - A proposal about restructuring curriculum and dates may be on the agenda for the next meeting.
 - Summer faculty – There may be a need for a special called meeting.
 - The UCW is meeting at Sawstone Brewery at 5:30p today. All are welcome.
- Old business – None
- Adjourned @ 5:24pm
- The recording of this meeting can be found at:
<https://moreheadstate.webex.com/webappng/sites/moreheadstate/recording/f0aa6790c1e1103bbeed005056814104/playback>
- Next Meeting – May 3, 2023 @ 3:45 pm
- Minutes taken by Susan Perry, Faculty Senate ADS