

Minutes of the Faculty Senate Meeting on 2023-September 7

Senators Present – Alison Hruby, Amy Staton, Annie Adams, Ben Morris, Benjamin Fitzpatrick, Cheng-Cheng, Christy Boggs, Donovan Ross, Doug Chatham, Doug Mock, Fatma Mohamed, Gera Nelson, Gilbert Remillard, Jennifer Clark, Josh Qualls, Joyce Stubbs, JT Blackledge, Kathy Lewis, Kurt Gibbs, Lesia Lennex, Lisa Wallace, Md Golam Kibria, Michele Cudd, Mike Kessinger, Monica Himes, Nettie Brock. Qingzhou Xu, Richard Weaver, Roma Prindle, Stephen Brigham, Tathagata Ray, Tom Kmetz

Assistant Provost – Chris Schroeder - Present

Provost – Rajeev Parikh - Present

President – J. Morgan – Not Present

Faculty Regent – Joyce Stubbs – Present

Staff Congress Chair – Xavier Scott - Present

SGA Vice President – Clayton Anderson - Present

Guests – Delar Singh, Dieter Ulrich, Kim Sharp

September 7, 2023 – 3:45-5:35

- Call to order @ 3:45pm
- Approval of August 17 minutes – Make the following corrections:
 - Chris Schroeder should be changed Associate Provost
 - Senator Brigham will send list of typos for correction
 - Motion to approve as amended – Senator Kessinger; Seconded by Senator Adams; All in favor; no one opposed; Minutes approved.
- Announcements
 - Faculty Senate has a Blackboard shell. If you know someone that wants access, email President Chatham. He will have them added to the roster.
 - PAC-18 – Senate passed proposal in the spring in response to the BoR request for review of the policy in relations to complaints against a University President. The provost rejected the proposal. The Senate will respond once Faculty Rights and Responsibilities committee weighs in
- President's report – Not present, No report
- Provost's report – Provost Parikh
 - Three positions being posted: Dean for Caudill College of Humanities; Associate Provost for Undergraduate Education; Chair of the Department of Engineering Sciences
 - Spring schedules are being developed. In spring, each faculty member not teaching in a completely online program will be asked to teach at least one course face-to-face on campus. They will be asked to be on campus, physically, at least three days/week to interact with students and colleagues.
 - Senator Lennex asked if the provost expects every single faculty member to be on campus three days every week. Dr. Parikh said every faculty member that is not teaching a completely online program should be on campus three days a week. Dr. Lennex asked how much of that time are faculty members expected to spend in the library. Dr. Parikh suggested a couple of hours or more. The faculty members should decide what is beneficial for their students. He will not dictate that amount. When faculty members are not on campus, the students feel they are not getting what come to a university for. Dr. Lennex asked what if the faculty member has students that are in public schools for field experiences, etc. Dr. Parikh advised them to do what is best for their

students. Generally, faculty should be available three days a week to meet with their colleagues, students, and administrators.

- Dr. Parikh's believes the library should be at the heart of the campus. They should be a place where students can study and hangout between classes. The dorms are not conducive places to study. Students are shy about visiting faculty offices. A recent article in the Chronicle of Higher Education said students don't go and take advantage of office hours. The article suggested faculty to go where the students are. So that is what is being done. We are trying to create a group study area in the library. This area is located in Tower 120. The hope is that students will go there and work with each other and that faculty will visit and be available and help students as necessary.
- There are rumors about getting rid of the library, getting rid of books in the library, etc. There is no such plan. The plan is to get out books that are old and not in demand. The librarians will determine that.
- When visiting the tutoring room, there was no information as to who the tutors are and when they would be available. That is not meeting it's purpose.
- Faculty Senate minutes wrongly stated he 'started communicating' with the dean of the library. That is not true. The provost has been communicating with him since June, when he arrived, trying to share his vision of what the library should be.
- The libraries where Dr. Parikh has been were the central hubs of their campuses. In contrast, our library does not give the same impression. We want to make it an exciting place to be.
- Dr. Parikh met with the librarians. Out of the 20 or so employees, only 5 people came to the meeting. He was surprised that more library employees were not interested in meeting the provost who had come at their invitation. Senator Kmetz advised the meeting was not an all-staff meeting. It was an all-librarians meeting. Only 3 librarians were absent.
- The librarians, particularly the dean of the library, have been asked to draw up a comprehensive plan for the library for the future. Anybody is invited to meet with the provost to work together to make the library a great place to be.
- Our retention rate is about 70%. We'll have the data next week. We are a bit behind other competitors. Our graduation rate is around 50%. We will have the data next week. We are a few percentage points behind our competition. We all need to join in and help keep the students engaged. We need to help them become successful and graduate.
 - Senator Adams suggested it would be helpful for retention if technological services, not IT, worked correctly. She had three students at different times that were kicked out even though she did not remove them from the Census. Also, if students are not going to offices, they're not going to go to the library if we don't specify what we want and where we're going to create and incentivize. She pointed out that under the current president, ADUC was renovated specifically with spaces that were designed for study and gathering. That was the justification for creating the space. If art is shown in the library, what happens to Claypool Young if they can't say that there are numbers? The problem is there are different metrics at different times while the legacy metrics remain. They are at odds with one another.
- Questions
 - Kim sharp, guest- was not was not advised of the removal of the LRC from its place. She didn't find out until she went to check out materials for classes. She normally schedules classes in the LRC so they can learn about the available resources to prepare their lessons. She shared how she uses the LRC and its resources. Dr. Sharp further advised why older books and resources need to be kept and how the LRC supports other faculty like her as well as students. Dr. Sharp hopes the LRC can be

restored in our library. She hopes that her comments are considered when decisions are being made.

- Dr. Parikh assured us that he will not be the one who is going to make decisions about which books to keep and which books to get rid of. The librarians will make those decisions. Dr. Parikh understands they are in the process of relocating those books and resources.
- In the chat, Diter Ulrich asked:
 - Could the provost office provide us with the mentioned peer reviewed evidence on the success rates of faculty student tutoring centers located in academic libraries?
- Dr. Parikh said from his experience, that at least two other universities where they converted parts of the library into group tutoring centers, the math and English pass rates were improved from the 50s to the 70s. This made a huge impact on retention.
- Senator Lennex wanted to follow up on the action that resulted in a 50-70% improvement of the math rates. She is not sure she understands and asked that Dr. Parikh provide supporting documentation, such as the IR results from the previous institution to the Faculty Senate chair, Dr. Chatham.
- Dr. Parikh said Albany State University in Georgia, had a pass rate in the first course around 50%. They created a tutoring center and by faculty members spending part of their office hours at the tutoring center, they were able to raise the pass rate from 50% to 70%. He does not have the documentation. However, he was there so he knows what happened. When asked by Sen Lennex if he believed it was attributed solely to that action, Dr. Parikh advised that was the only thing that had changed. It was just a matter of helping students when they need help. Additionally, students learn by listening to the answers given to other students. If they are working in groups, they will learn more than they do working individually.
 - Could the provost office also provide us with similar studies on digital libraries or future libraries and academic institutions, which appears to be the direction of the administration? These would be very helpful during this difficult transition.
 - Dr. Parikh didn't know what the literature said about electronic libraries. He advised we are not going to an electronic library. We are going to a combination of old-fashioned books and electronic resources. Dr. Parikh further advised that he just signed purchase orders for tens of thousands of dollars to purchase databases that people can use from their own homes, rooms, and offices. They are trying to make the library an accessible and welcoming place for all our students.
 - Senator Adams wants to make sure we have the correct information since there are rumors circulating. One rumor is that books over 20 years old will be removed from our collection as well as any book that hasn't been circulated for 15 years. She explained why this is a concern for her, her department (humanities) and their students. Senator Adams advised she wants what is best for the institution and will do her best to quash whatever misconception is out there.
 - Dr. Parikh advised he would love for Senator Adams to join him in helping create the library of the future.
 - Senator Kmetz said in their meeting with the provost and idea was floated that the library may be overstaffed, and they may want to prepare for cuts in future years. The provost provided examples of institutions with fewer library workers. Senator Kmetz read part of the SACS report from 2020 that dictates the minimal number of adequate librarians and other professionals are needed to meet the needs of the students. The report indicates that MSU falls below the mean for the number of library staff for students and number of librarians. While MSU is minimally

compliant, monitoring the number and librarians employed per student is important to maintain ongoing compliance. The most recent FTE Senator Kmetz could find was 6,100. The institutions the provost is looking at all have lower FTEs. If these examples are guiding the staffing of the library, its problematic. Senator Kmetz asked that the EC consider what our accreditors say we should do, which is monitor the number of library staff and librarians employed per student FTE. Then, offer up that analysis to the provost so he can be informed by a very accurate review. Dr. Parikh pointed out that the number Senator Kmetz used includes 3,000 dual credit students and Craft Academy students. These people do not come to the library. Therefore, the number of college students is much smaller than the number quoted. Senator Kmetz said if we do an analysis that finds that the library is overstaffed, then we need to communicate that to SACS. Dr. Parikh advised SACS does not run the university. We do our own analysis and come to our own conclusions. Senator Kmetz advised this is not a recommendation. It is not debatable. This is a mandate from our accreditors telling us what must be done.

- Senator Adams asked if our FTE is inflated why wouldn't the FTE of other schools also be equally inflated since there's dual enrollment across the nation. She also heard that one of the justifications for why librarians could not be considered faculty is because they did tutoring, they did not do actual teaching. But now she is being told that faculty need to be in the library because teaching happens through tutoring. Additionally, our discussion of FYS is being done by fractionalized staff, is tutoring done by fractionalized staff is it's currently conceived. It's primarily tutoring done environment by frictionless staff persons. So, I think 1.
- Faculty Regent's report – Regent Stubbs
 - First BoR meeting for 2023/2024 was held on August 18 in ADUC 329.
 - Photos if the Board were taken
 - Four new regents sworn in: Student Regent, Presley Boyer; Faculty Regent, Joyce Stubbs; Appointed Regent, Rhonda Jennings of Pikeville; Appointed Regent, John Holbrook of Sandy Hook.
 - Officers were elected: Chairman Howard; Vice Chair Holbrook; Secretary Stegall; Treasurer Mary Fister Tucker.
 - Recognition for Accomplishments and Contributions: Staff - Melissa Brown; Students – Women's golf team for their performance; Faculty – Dr. Gonzalez Espada
 - Dr. Morgan presented reports on Personal Service Contracts, Real property leases, brief information on the 2024 health plan, a university bond sale and the study for a possible new dormitory.
 - The Board approved: asset preservation projects, renovation of Nunn Hall, a small renovation in Ginger Hall, renovation at the Laughlin Health Building, a water retention basin, and the raising of Weatherby Gymnasium, which will become a student parking lot.
 - The Board approved contracts for the athletic director and coaches
 - The Board approved: Revisions to the Student Code of Conduct, OVC Governing Board certification, University operating budget for 23/24, which was changed due to the cyber-attack.
 - The board held a closed session but there was no business once they returned.
 - Next meeting: November 23, 2023
 - Questions for the Regent
 - Senator Adams asked how much money was spent on the cyber-attack. Regent Stubbs advised it was a large amount, however, it was only disclosed during the closed session.
 - Senator Adams asked how likely is it that a new dorm will be built. Regent Stubbs said they are looking at a study. It is possible that Cartmel will no longer be used if a new dorm is built. Senator

Adams asked how is building a new dorm going to give students a better place to be and guarantee won't have mold and that will get a return on investment. Regent Stubbs will check on this at the next meeting. She went on to report that cutting trees away from Nunn Hall has seemed to help the mold problem there. However, Senator Lennex advised there is still a mold problem there as far as she can tell.

- Staff Congress report – Chair Scott
 - The monthly meeting was Tuesday, September 5, 2023.
 - Final changes to bylaws were reviewed. The terms chair and vice chair were changed to president and vice president. There was also some clarifying language that will be sent to the Regent.
 - Staff Congress was asked to review and provide feedback on PG 22, the policy on employment of relatives and other conflicting employment relationships. It was passed to the appropriate sub-committee to do so.
 - President Chatham asked how long this might take. Chair Scott has asked that this be made a priority and expects to have it completed by October 3rd, assuming there are no large complaints.
 - Sub-committee membership was approved. It included the new chairs and vice chairs.
 - Next Meeting: October 3, 2023, at 10am.
- SGA report – Vice President Anderson
 - Elections wrapped September 6.
 - There was a Congress retreat on September 6. New members were sworn in, including the student court.
 - Meetings every Wednesday at
- Faculty Senate committee reports
 - Executive Council – President Chatham
 - Work done by the EC will be presented in the committee reports.
 - Academic Issues – Senator Adams
 - Last meeting: August 24, 2023
 - Elected Senator Brock as vice chair.
 - Discussed newly added components of the Annual Assessment program. Senator Adams met with Director Nettleton. Academic Issues will be working with Director Nettleton to resolve any issues and streamline the process.
 - Discussed technical issues in the classrooms.
 - Discussed dismantling of the LRC in the library and concerns regarding the expected use of the library.
 - Senator Brigham explained his 'Professor Brigham's Help Room'. At a previous university he set up a comfortable room where he met with students for five hours on Fridays. Despite the long hours, students wanted him to stay longer. Student turn out was great. This sounds like the library project. Senator Brigham thinks the library project could work like his help room did.
 - Senator Kmetz believes the updated space will be an asset to the library and will bring in people but there should be a broader view for the future of the library. In their library meeting with the provost, they discussed the status of librarians. Basically, they were told to take it up with the next provost. They also discussed miscellaneous ideas the librarians had, to bring students into the library. The point was to show the provost they are not resistant to change and that they have ideas to offer. The library has not had a significant bump in their acquisitions budget since 1999. Budget cuts and inflation as well electronic resource purchases result in outdated items in the printed materials collection. While the updated

space is fantastic, it is not a reinvestment in the library. Senator Kmetz pointed out there has been a quarter century of disinvestment in the library. Student fees would help support the library and should be discussed.

- Senator Brigham asked if it would help if everyone changed their donations so they would go to the library. These donations are currently around \$50,000. Senator Kmetz said that would be fantastic and encourages everyone to do that. However, cuts during the Bevin administration were substantially more. For the past 25 years they have been unsuccessful in obtaining inflationary increases. Senator Adams pointed out donations cannot be guaranteed to go to their earmarked location. She suggested moving to Esports. It could save eight million dollars. Students would still have sports and there would be money to invest in other areas such as the library. She pointed out that tuition and state dollars go to D1 athletics, but not the library. This is a choice by the university, and they could choose to put funds elsewhere. The institution, not the faculty, should support the academic core. Senator Adams intends to address this with Academic Issues.

- Evaluation – nothing to report
- Faculty Welfare and Concerns – Senator Brigham
 - Last met on August 24th.
 - PAc revisions are ongoing. Pac 18 is now with Faculty Rights and Responsibilities.
 - They discussed the need to amend the senate constitution. They want to try and make it more flexible and palatable to people that refuse to serve. It has now been tabled until the colleges have been reorganized and a permanent provost in place. Items for consideration should be sent to President Chatham. He will hold it until the Senate is ready to consider.
 - Technology issues seem to be improving. It will be moved from FWC and going forward will be a general discussion topic.
 - Is PAc 34, alternative career track faculty, which potentially mandates instructors to do service, a topic for FWC issue or should we wait to hear from the President? President Chatham said it should stay with FWC.
- Governance – Senator Lennex
 - Committee appointments – Senator Lennex asked to approve the slate of candidates for appointments. The appointments are for the tenure committee, intercollegiate athletics, and gen ed council. She proposed them as a slate. Senator Adams made the motion to approve. It was seconded. Senator Brigham asked why there was no College of Business. Senator Lennex advised they did not have any replacements. All in favor, no one opposed, the slate is approved.
 - Committee descriptions will be reviewed to make sure they are aligned appropriately for membership. Come committees may change their committee descriptions.
 - Elected Senator Kessinger as co-chair
 - In this Senate folder for this meeting there is an invitation regarding the LevelUP Committee at-large position. You or your chair can send that out to your departments. Send nominations to Senator Lennex by the 20th.

- General discussion

- COVID issues – Senator Lennex sent her students guidelines straight from the Dean of Students, Max Ammons. It indicates that COVID is being handled like any other virus of any non-specified kind, but also leads them back to the student handbook. Senator Lennex will provide what she sent to her students if anyone needs it. She pointed out they are entitled to have adequate time to make up missed days if they have a doctor's excuse. St. Clair will have the new variant as part of their vaccine in

mid-September and recommend waiting until then to vaccinate. Senator Lennex's document will be posted on Blackboard. Senator Brock added we should have discourse with our students and make sure we model good covid behaviors as well. Senator Blackledge pointed out regular masks are not sufficient. A better option would be the N-95 mask with straps to prevent gaps. Senator Brock asked if the hand sanitizer could be added back and/or refilled like we had in COVID. President Chatham will ask the provost. Senator Adams would like IT to set the classrooms up for WebEx so students that must quarantine can still attend class.

○ Library issues –

- Librarian, Christy Boggs, was the former head of the LRC, advised that the LRC is being relocated to the second floor of the library.
- Senator Lewis asked if Dieter Ulrich's question in the chat be relayed to the provost. His questions were, "Could the provost's office provide us with the mentioned peer-reviewed evidence on the success rates of faculty-student tutoring centers located in academic libraries?" He also asked, "And could the provost's office also provide us with similar studies on digital libraries or future libraries in academic institutions which appears to be the direction of the administration? These would be very helpful during this difficult transition." President Chatham said he will forward the questions to the provost.
- Senator Adams said it would be nice if Senate could just support the library and the librarians. Continue to rally around them and support them. We should start now and create good practice to move forward. It would be very helpful.
- Senator Brock pointed out we are not hearing anything about what the students want. Where do students study now? She doesn't disagree that perhaps they need to be going somewhere besides offices but doesn't know where that is. She heard that someone in health sciences does his office hours at the rec center. And so, he's going where the students are. Senator Brock would really like to know where her students are already studying and where they might be open to studying. She and the library want to know what campus climate is in terms of this idea, and not just assuming that everybody fits and every university fits into the exact same mold, especially because we're a commuter campus. SGA Vice President Anderson said a lot of people utilize the third floor of ADUC during the day and even in the evenings. Some still use the library as well. He thinks people that do live alone utilize their rooms to study. They also like to use the picnic tables or sit by the trees when it's nice outside. Senator Adams asked the SGA vice president if it would be helpful to have faculty there. He thinks it would be beneficial if faculty stopped into student areas such as the third floor of ADUC, not to just sit around but to say hi to students and give them the opportunity to ask questions, there in a zone they're comfortable.
- Senator Blackledge advised there are postings in the chat that may be of interest if anyone wants to look at them.
- Senator Kessinger understood the provost to say rather than holding office hours they would go to the library and be available there, beyond tutoring. This may be a FERPA issue due to the lack of privacy for discussions. He wanted to know if there would be rooms available for these types of discussions. Senator Kmetz advised there are rooms that can be scheduled, but if they are unoccupied, they could be used.

○ Technology issues –

- Senator Remillard said he no longer has control of his laptop power settings. If it is on battery power, his screen turns off after four minutes of inactivity. It also puts the device to sleep after 15 minutes when on battery power. When plugged in the screen turns off after ten minutes and goes

to sleep after four hours instead of 15 minutes. This is not conducive to the way he works. He also asked if research and personal computers will be re-imaged and if there is a process in place to do so. Senator Blackledge asked if they could have control over which computers are re-imaged if they are not connected to the Internet. Multiple research computers in their department are not connected to the Internet. They have grant funded programs that have been installed and IT is not allowing. Senator Brigham said the logic behind powering down is for security. If someone walks away from their computer others can see that. This was an effort to prevent it. Personal machines will have limited functionality with MSU's network. You do not have to get personal laptops re-imaged. Xavier Scott said students will not have access to things like Colleague and Bob Jay and other areas that students do not need. They do not need them so they will not be impacted.

- Senator Brock has not been able to log onto the library's website and wonders if that is a problem for others. Senator Brock heard from a student we are moving to Teams and wants to know if that is true.
 - Senator Kessinger is accessing the library website from home with no issues; however, Senator Brigham is having the same issues as Senator Brock.
 - Senator Kmetz said he will speak with Rodney Watkins about the issue tomorrow.
 - Request update on job searches for upper-level administrators – Per the Provost's report earlier, some searches are going on. The provost did not report this but has told President Chatham that the provost search is still under consideration. This remains a concern.
- Other business –
 - Senator Mock announced Constitution Day on the 17th, which is a Sunday. Activities will be held Monday through Thursday. They include a guest from Frankfurt on Wednesday, and a panel in ADUC Thursday evening at 6pm. They will be discussing the Constitution and a preview of the upcoming constitutional term in the Supreme Court term on Monday the 19. Be looking for flyers and an announcement from the provost's office.
 - The 100th anniversary of the first day of classes for Morehead State Normal School will be the 24th.
- Adjourned @ 5:33pm
- The recording of this meeting can be found at:
<https://moreheadstate.webex.com/recording/service/sites/moreheadstate/recording/053f26ac2fe5103ca6e900505681edda/playback>
- Next Meeting – September 21, 2023 @ 3:45 pm
- Minutes taken by Susan Perry, Faculty Senate ADS