

## Minutes of the Faculty Senate Meeting on 2023-November 2

**Senators Present** – Alison Hruby, Amy Staton, Annie Adams, Ben Morris, Benjamin Fitzpatrick, Cheng-Cheng, Doug Chatham, Doug Mock, Fatma Mohamed, Gera Nelson, Gilbert Remillard, Jennifer Clark, Joyce JT Blackledge, Kathy Lewis, Kurt Gibbs, Lesia Lennex, Lydia Njoroge, Md Golam Kibria, Michael Kessinger, Michele Cudd, Monica Himes, Roma Prindle, Stephen Brigham, 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 – Not Present

**Guests** – Delar Singh

### November 2, 2023 – 3:45-5:35

- Call to order @ 3:45p
- Approval of October 26 minutes – Minutes not available; postponed until November 16 meeting.
- Announcements
- President’s report – Not present, no report
- Provost’s report – Provost Parikh
  - Planned moves are still being discussed such as the reorganization of colleges, the library, and changes in enrollment management, the graduate office, etc. They hope to communicate the final plans in the next two or three weeks.
  - Departmental harassment – Document instances of misbehavior or harassment. The first step after that is your chair, then the dean, then HR. If you don’t get satisfaction after these steps speak with the provost. He can get legal affairs involved.
  - New interim library dean – Rodney Watkins
  - Meeting between provost and instructors – The process of becoming senior instructors was discussed. At the end of the meeting a lot of people told the provost they liked it and would like to support it.
- Faculty Regent’s report – Regent Stubbs
  - Regents meet tomorrow afternoon, starting with the audit committee at 2:15pm until 4:30pm.
  - Homecoming reception at 5pm tomorrow
  - Homecoming awards at 7pm tomorrow
  - Senator Lennex asked Regent Stubbs to summarize changes to the president’s job description. Regent Stubbs has not had a chance to review the changes yet.
- Staff Congress report – Chair Scott
  - The last meeting was October 3. The next meeting will be November 7.
  - The credentials and election subcommittee are looking into adjusting their total number of representatives. They are also assigning members to the standing advisory committees.
  - A meeting has been scheduled with the executive council, Mary fiscal Tucker, and Carolyn Atkins to discuss the pay discrepancy between fractionalized and adjunct FYS instructors. Senator Adams wanted to know more about what the concern is. Chair Scott said when some of the staff were fractionalized their wages were increased by the adjunct wages at that time. Since then, adjunct wages have gone up, but the fractionalized staff wages have not. The want to discuss what can be done about this and how to prevent it from happening going forward. Senator Adams asked if there was any discussion about post fractionalizations. She advised that some people just had their job descriptions changed where they had

to teach, so they got even less money. Chair Scott said if the course is going to be available for adjunct professors, then we should stop fractionalizations going forward.

- Senator Lennex advised she has been discussing proposed changes to bylaws with Chair Scott. She is concerned with one item. Chair Scott is supposed to be addressing it. Senator Lennex hopes our faculty regent will also address it at the board meeting tomorrow.
- SGA report – Not present, no report
- Faculty Senate committee reports
  - Executive Council – Nothing to report
  - Academic Issues – Senator Adams
    - Weighing Institutional Investment in “Student Success” – In the last meeting Senator Kessinger asked what the institution budget was for academic instruction. The provost did not have that information. Senator Adams took the information we do know, which is how much is paid for disability services and how much is paid for athletics and made a comparison. Each unit has approximately 400 students. In disability services there is one full-time employee serving 400 students. Their budget is \$146,000. For athletics, there are about 41 full-time employees serving 400 students. Their budget is roughly \$6 million, and they get to keep their revenue. The document presented by Senator Adams is in the Blackboard shell.
  - Evaluation - Nothing to report
  - Faculty Welfare and Concerns – Senator Brigham
    - PAc 1 and 34 – Comments from the president and provost were presented.
      - Senator Adams does not know why we’re rushing into these changes since they are, at best, for five years.
      - Senator Remillard asked if we know what the workload for instructors is at other universities and if they have a service load as well. How do we compare to them? Senator Adams asked why change and why now?
      - Senator Lewis said if it was something that could be clearly seen to benefit everyone, and people wanted it she could understand fast tracking it. However, she does not see it in this case. There are still things that we need to know about before being able to vote. Senator Lewis said the part that is a deal breaker for her is the timeline of notice being cut from twelve months to only on semester notice.
      - Senator Brigham said he had a constructive suggestion to move things along for the instructors. He said he would like to ask the president what mechanism we have in place to allow the instructors unimpeded, by themselves, to have some sort of blind voting and decide for themselves. Senator Brigham said they should concern themselves with the professor universe and the instructors should concern themselves with the instructor role. Let the instructors decide.
      - President Chatham pointed out that the chairs were invited to yesterday’s meeting with the provost and instructors.
      - Senator Kmetz understands that most meetings at the university are open to the public. Senator Lennex said It was in a public space. It was an announced meeting. It was not anything that could be restricted but it's not an elected body so it may not be open to sunshine law. Anyone would be able to attend; however, comments and questions may be different. If you were the media, perhaps you would be able to ask questions during an appropriate period.
  - Governance
    - Employee Benefits Committee description – 1<sup>st</sup> reading – clarification only
      - In November 2022 the employee benefits committee sent revisions forward and they were passed in faculty senate. They were then sent to Provost Norman but there was no response. At the beginning of this semester, President Chatham took them to Provost Parikh. He responded to and rejected the proposed revisions. This is the new proposal from the employee benefits committee in response to the provost’s feedback. Send friendly amendments to Senator Lennex by next Wednesday.
- Other business
  - Library update – Senator Kmetz

- David Gregory Retired
- Interim Dean – Rodney Watkins
  - The interim dean was selected from within the library, so he knows what is going on.
- National Search for a Dean
- Most public PCs are operational. Students are now using them again.
- The LRC collection was moved to the second floor. The tables are now cleared of these items and are being used by students.
- Plans for the 1st floor west renovation are being discussed. Nothing is set in stone yet. There are plans to replace the lighting, which has been needed for a while. Offices will be built for advisors. If they're built with floor to ceiling walls, the HVAC in that area will need to be upgraded, which will be a significant expense. However, Senator Kmetz is not sure where they stand on that issue.
- Revamping 2nd floor west is more concerning due to the collections in those spaces. Through the interim dean, the library is encouraging early engagement on these potential issues.
- Senator Lennex requested one senator from each department to let her know how many faculty, VAPs, and instructors are in their units currently.
- Senator Adams announced there is a growing United Campus Works (UCW) union in the state of Kentucky. It may be something to consider.
- Election day is coming up. Remember to vote.
- Adjourned @ 4:35pm
- The recording of this meeting can be found at:
  - <https://moreheadstate.webex.com/recordingservice/sites/moreheadstate/recording/47cca9135be6103cabf700505681ce75/playback>
- Next Meeting – November 16, 2023, at 3:45pm
- Minutes taken by Susan Perry, Faculty Senate ADS