

2023-2024 Morehead State University Faculty Senate Minutes
Thursday, May 2, 2024 – 3:45 pm
WebEx meeting

Senators: Annie Adams, JT Blackledge, Christy Boggs, Nettie Brock, Doug Chatham, Cheng Cheng, Jennifer Clark, Michele Cudd, Benjamin Fitzpatrick, Kurt Gibbs, Monica Himes, Alison Hruby, Michael Kessinger, Md Golam Kibria, Tom Kmetz, Lesia Lennex, Kathy Lewis, Doug Mock, Fatma Mohamed, Ben Morris, Gera Nelson, Lydia Njoroge, Anindita Paul, Roma Prindle, Josh Qualls, Taghagata Ray, Gilbert Remillard, Donovan Ross, Delar Singh, Amy Staton, Joyce Stubbs, Lisa Wallace*, Qingzhou Xu

Senators absent are underlined above and an * denotes an excused absence.

Faculty Regent: Joyce Stubbs

Guest: Donell Murray, Shannon Smith-Stephens, Lindsey Barrett, Kim Clevenger, Michelle McClave, Lisa Wallace

Call to Order

President Chatham called the meeting to order.

Approval of Faculty Senate Minutes

Motion -To approve minutes from April 18, 2024, as amended (correction to spelling of name).

Motion approved.

Announcements (all announcements posted on the FS Bb shell)

Summer meetings are scheduled for June 20 and July 18, at 3:45 pm. Only senators who teach summer courses are required to attend per the FS constitution. President Chatham requested any senator who is teaching for summer to email their information to the senate secretary.

President's Report

President Morgan was unable to attend today's meeting – no report.

Provost Report

Provost Parikh was unable to attend today's meeting – no report.

Provost Parikh did send a written response to questions sent to him by FS (included in FS meeting folder).

Discussion

Senator Adams requested a correction to the record regarding 4 nursing faculty. The faculty members did not retire as Provost Parikh stated, but rather submitted their resignations.

Provost Parikh gave a response as to why there is a reduction in the number of students (Answer #3). He highlighted the COE and CCAHSS as colleges where there had been a steep decline.

Statistics below are by college and based on institutional data.

COS – down 468 students (24% decline)

CCAHSS – down 367 students (28% decline)

COE – down 262 students (26% decline)

COB – down 429 students (29% decline)

The greatest number in enrollment decline is in the COS. The greatest percentage is in the COB. Neither college was listed in the reply from the provost. The provost is putting forward a discussion that Humanities and Education are at the forefront of the decline when the decline seems to be evenly distributed.

There were no discussions or notations of how answers to questions #1 and #2 relate to question #3.

Faculty Regent Report

No report – BOR will meet again in June.

Staff Congress Report

No report.

SGA Report

No report.

Concerns in Nursing

Senator Adams requested FS allow non-senate members speaking privileges.

Vote - approved.

Michelle McClave – Thanked FS for the opportunity to attend today’s meeting. Ms. McClave stated the four faculty in the Nursing department who are leaving are resignations and are related to the meeting with Provost Parikh and the Dean of COS. Nursing faculty were expecting a congenial meeting with the leaders to decide how to move forward with the changes they had received and are currently dealing with. Ms. McClave stated this was the most disrespectful meeting she had ever been a part of. Several times during the meeting, Provost Parikh threw his hands in the air, stomped his feet, and exclaimed he felt he was being attacked. The Nursing department is used to shared governance where parties come together but shared governance was not permitted at the meeting. Female nursing faculty were constantly interrupted and spoke above. At one point, a faculty member was asked by the provost to “calm down, don’t be so angry,” when her tone was anything but angry.

Concerns

Adjunct faculty that go to clinical sites require a set number of students for patient safety and outcomes by the accrediting body. 4-5 weeks into the semester, adjuncts were concerned because they were told their positions were being cut. The nursing program is required by the KY Board of Nursing to have a set

number of hours on site with students. As a result, there is a lack of trust with the adjuncts, and it will be difficult to retain them.

Adjuncts were told their pay would be adjusted and pro-rated against the typical workload calculations.

Coordinators had their release time taken away.

Nursing faculty told by Provost Parikh during the meeting that the cause for not hiring adjuncts was the cost of the cyber-attack, July 2023. The attack had a huge financial impact on the University but was not caused by the Nursing department.

Current expectations of the Nursing department - Faculty are being asked to pick up classes beyond their workload because MSU will no longer pay for adjuncts. Several Nursing faculty are currently teaching classes beyond their workloads without compensation.

Nursing faculty required to be on campus 3+ days per week and teach one f2f class. 3 of the faculty that have spoken to FS today teach on-line programs. Their students are working nurses, working 12-hour shifts, 3 days+ per week and are unable to attend on campus classes. Faculty question what the purpose of being on campus 3 days per week is? Some faculty teach f2f classes but are also clinical instructors and some are full time clinical instructors. If they are to be on campus 3 days per week and cannot hire adjuncts to teach the clinicals, how are the courses going to be covered? Nursing wants the provost and dean to understand that by already being short of faculty, there is no evidence to support the need to pull already overworked faculty back to campus. Per his response, Provost Parikh stated MSU was a land-based institution and all faculty needed to be on campus to show community with the students, staff and faculty.

Questions

Senator Adams – Why was no one told about St. Claire being bought by UK and is anyone concerned by this?

Shannon Smith-Stephens – There have been many meetings and discussions over the last 3 years by the senior nursing leadership team trying to work with President Morgan to have an agreement and partnership like St. Claire now has with UK. Nursing has also requested to work with other partners such as Kings Daughters in Ashland, who is also now part of UK. President Morgan only allowed nursing to waive the \$35 application fee.

Michelle McClave – Currently is the AACN Essential Champion for the Department of Nursing at MSU and was sent to Chicago to undergo specific training regarding the new nursing essentials that came out in 2021. A huge piece of this new transformation to nursing education involves academic practice partnerships. Faculty have tried to explain this to upper administration for some time. As of 2 weeks ago, nursing has a relationship with ARH, but it is not what is thought of as a true clinical practice partnership. The idea is to work with ARH employees who have an associate degree in nursing and are seeking a bachelor's degree to come to MSU for a discounted tuition rate. This is not a clinical partnership where MSU Nursing faculty will be in the facility working one on one with the employees.

Senator Kmetz – Questioned if it would be possible to send the link for the recording of Nursing's meeting with Provost Parikh and the dean of the COS to the FS?

Shannon Smith-Stephens – Will speak with the chair of the Department of Nursing to request the link be shared with FS.

Governance Report

Motion – To accept the 2nd reading of the General Education Council Description revision with friendly amendment.

Motion – approved.

Winners of the Rights and Responsibilities Elections – 2-year terms.

Roma Prindle – CCAHSS

Julia Hypes – COB

Flint Harrelson – COS

Daryl Privott – COE

Notices to faculty who were appointed to standing committees will be sent out within the next few weeks and they will take office August 15, 2024.

Ad-Hoc Committee on Non-Tenure Track Faculty Concerns Report

The committee met on May 2, 11 a.m., with all members in attendance. Report is being presented by Dr. Donell Murray, Chair.

Only 30% of MSU instructors completed the survey.

Committee members are excited and open to anyone who would like to take advantage of this opportunity.

All instructors will receive a \$1,000 pay increase, but it was unclear if instructors promoted to senior instructor positions will receive \$2,000. Chair Murray plans to discuss this with the Associate Provost during their meeting on May 3.

The committee discussed increasing the 1-year contract. The provost has said in the 2 previous meetings this would not happen, but the ad-hoc committee wanted to bring this to FS attention.

Wants to know what events constitute service. A slide was presented to the Ad-Hoc committee by Provost Parikh, but the committee would like to see a document that outlines the formal process for becoming a senior instructor, including an anticipated timeline.

The committee agreed there would have to be senior instructor status to serve on FS.

Questions

Senator Lennex – Will there be a written report from the ad-hoc committee that can be posted to the FS webpage?

Chair Murray – The committee will forward a written report to FS.

Senator Remillard – What is the criteria for senior instructor?

Chair Murray –Persons will need to be an instructor for 1 year to apply and there will be a 5-page application. The committee will request documentation of the formal process.

Senator Kmetz – Is there a concern in what seems to be an increase in workload?

Chair Murray – From what was presented to the committee, there seems to be a 20% increase. Across the board, instructors are doing more than a 20% increase so Ttis will need clarification.

Senator Adams – It is concerning that the FS EC were given revised copies of a policy they were told would be voted on at the BOR meeting. It is not acceptable for policy revisions to be taken to the BOR without approval from FS. What happens if there is a policy put forth that does not have the approval of FS?

Regent Stubbs –FS EC received several revisions to policies and only 1 or 2 had been seen by the FS EC previously. Regent Stubbs will bring up to the BOR that they were given a procedure for revisions and that the procedure is not being followed.

Senator Lennex –President Chatham and President-Elect Lennex have asked the provost for a continuation so the revisions could be adequately reviewed and have protocol met. Provost Parikh said it would be up to President Morgan if the request for continuation would be approved.

Timothy Hare – Mr. Hare worked with HR Director Caroline Atkins on a policy for all policies at MSU to go through to be appropriately reviewed before going to the BOR. The policy still exists and is held by Ms. Atkins. Last spring, FS voted on a resolution to request that the policy be posted on-line to be official. President Morgan did not reply to the request so therefore it is not a policy that is in place on the website. It is policy that HR has been following and was vetted on in detail. Mr. Hare is willing to work with FS to see if the policy is still in place and to see if the president will follow the policy that he was part of creating.

Senator Adams – The key question is not if the policy is in place but whether if the president and provost, acting on behalf of the president, recognize what is established policy? If the revisions go through, then the president, on his own, can create any policy he wants, create any workload, and make any change without question. The president would be acting with executive authority and no other voice would matter.

Senator Gibbs – Some of the instructors in Senator Gibbs' department did not receive the survey sent out by the provost. Senator Gibbs does not feel the survey is representative of all the instructors on campus. There were only 21 instructors out of 86 who responded to the survey. Senator Lennex stated that when she asked for percentages by colleges, the provost objected. She asked Carry Varney (IR) for the percentages and to know what HR categories the survey was sent to. Senator Gibbs questioned what other institution would move forward on a policy that was only voted on by 21% of the people it would influence. To move forward with such a low percentage of respondents is irresponsible.

President Chatham – The email sent by the provost stated the survey was anonymous but there was nothing in the survey that told instructors the survey was anonymous which could have resulted in a lower response rate. Senator Lennex said the survey was confidential, not anonymous, because it is coded to the recipient's email address.

Senator Kmetz – The survey FS sent out earlier to instructors received a 37.5% response rate. Were there any questions on the survey sent out by the provost regarding workload?

Senator Lennex – The instructors were not asked specifically about workloads. They were asked if they would like a \$1,000 raise, if they would like to become a senior instructor, and would they be in favor of instructors, senior instructors and visiting assistant professors being eligible to serve on FS.

Other Business

Senator Brock – Capacities have been raised for fall semester courses. The changes were made by the Associate Provost, chairs and deans were not consulted on this.

New Business

Next Scheduled Meeting – June 20, 3:45 p.m.

Meeting adjourned.