

Faculty Senate MoM
12:30-1:45 October 23, 2023

Fall FS meetings will be held [online](#).

Affiliation	Name
College of the Arts	
Art and Design, School of	Sandee Chamberlain
Dance	McCree O'Kelley
Music, School of	Jeffrey Yunek
Theatre and Performance Studies	Jacqueline Springfield
College of Architecture and Construction Management	
Architecture	Michael Carroll
Construction Management	Lantz Holtzhower
College of Computing and Software Engineering	
Computer Science	Victor Clincy
Information Technology	Ying Xie
Statistics and Analytical Sciences	Austin Brown
Software Engineering	Hassan Pournaghshband
Coles College of Business	
Accountancy, School of	Kent Altom
Economics, Finance and Quantitative Analysis	David Bray
Information Systems	Carole Hollingsworth
Management, Entrepreneurship, and Hospitality	Shelby Meek
Marketing and Professional Sales	Randy Stuart
Bagwell College of Education	
Educational Leadership	Albert Jimenez
Elementary and Early Childhood Education	Scott Ritchie
Inclusive Education	Zachary Johnson
Instructional Technology	Yeol Huh
Secondary and Middle Grades Education	Jillian Ford
WellStar College of Health and Human Services	
Exercise Science and Sport Management	Chad Goebert
Health Promotion and Physical Education	Matthew Lyons
Social Work and Human Services	Cameron Greensmith
Nursing, WellStar School of	Nancy Ballard
College of Humanities and Social Sciences	
Communication and Media, School of	Minhao Dai
Conflict Management, Peacebuilding and Development,	Heather Pincock
English	M. Harper
World Languages and Cultures	Thierry Leger

Geography and Anthropology	Susan Smith
History and Philosophy	Amy Donahue
Interdisciplinary Studies	Rebecca Hill
School of Government International Affairs	Stephen Collins
Psychological Science	Daniel Rogers
Sociology and Criminal Justice	Melanie Holland
Technical Communication and Interactive Design	Snehal Shirke
College of Science and Mathematics	
Chemistry and Biochemistry	Michael Van Dyke
Ecology, Evolution, and Organismal Biology	Nicholas Green
Mathematics	William Griffiths
Molecular and Cellular Biology	Dale Vogelien
Physics	David Garofalo
Southern Polytechnic College of Engineering and Engineering Technology	
Civil and Construction Engineering	M. A. Karim
Computer and Electrical Engineering	Sumit Chakravarty
Engineering Technology	Jeff Wagner
Mechanical Engineering	Sathish Gurupatham
Mechatronics Engineering	Ying Wang
Systems and Industrial Engineering	Lin Li
Horace W. Sturgis Library	
Department of Library Resources	Christin Collins
Department of Public Services	Judy Reardon
Honors College	Nicholas Ellwanger
President Part-time Faculty Council	Yvonne Wichman

Michael Van Dyke, proxy for Glen Meades, Chemistry

Jacqueline Springfield Theatre and Performance Studies, serving as proxy for Jim Davis

Guests

Sheb True
Nwakaego Nkumeh Walker
Paul Parker
Ivan Pulinkala
Karen McDonnell
Juliet Langman
Pam Cole
Carmen Skaggs
Bryan McGovern
Lynn Lamanac
Michelle Head

Leigh Funk
Catherine Kaukinen
Doug Moodie
John Johnson
Catherine Lewis
Hazem Rashed-Ali
Karen Kornweibel
Sonia Toson
Karin Scarpinato
Saurabh Gupta
Sumanth Yenduri
Constance Briggs
Michelle Miles
Casey Tanner
Vishnu Suppiramaniam
Darina Lepadatu
Sara Giordano
Amelia Lewis
Ruth Goldfine
Kristina DuRocher
Gregory Paul
Erik Malewski
Rochelle Harris Cox
Adrian Epps
Johniqua Williams
Harrison Long
Ann M.
N. Morgan
Lisa Duke
Nathalia Jaramillo
Paola Spoletini
Stephen Brincks
Bryn Gravitt
Andrew Pieper
Keir Singleton
Robin Cheramie
Barbara Gainey

Online Faculty Senate Meeting Expectations

1. Voting will be carried out electronically (link will be available in the chat window) and will be tracked. **Please only vote if you are a senator.** A non-senator voting will result in an immediate permanent ban from the faculty senate.
2. Use the “Raise your hand” feature in order to be recognized.
3. Motions will be preferred over discussion items so that we typically have action items on the floor.
 - a. To further promote discussion, the president of the faculty senate will begin by calling for dissenting opinions. If there are no dissenting voices, we will be able to call for a vote directly and increase efficiency in our meetings.
4. Please familiarize yourself with Robert’s Rules of Order:
https://assembly.cornell.edu/sites/default/files/roberts_rules_simplified.pdf

Welcome – Susan Kirkpatrick Smith (5 minutes)

1. Approval of August Minutes (approved as distributed)
2. Second Reading of changes to faculty senate bylaws – Susan Kirkpatrick Smith (5 minutes): Faculty Senate ByLaws; President of the part time faculty council 2 years. ; corp of instructors change. Removing liaison to part time faculty council. Approved (38 approvals)
3. Vote on Member to Policy Process Council – Susan Kirkpatrick Smith (5 minutes)
Pete R. from the English Department
Approved by Voice Vote

New Business

1. Consistency in implementing Undergraduate Catalog Policy 5.1 with the bullet that reads "Complete the chosen program of study with the grade of “C” or better in all courses listed under the major, including those listed as Lower Division Major Requirements (Area F). " Anissa Vega (5 minutes)
What is not under the major is free electives and upper division electives (courses from the university catalog: students can earn a D). Upper-division course electives: students need at least a C)
Bill: what is the reasoning?
Michelle: When there is openness, they need at least a D, but for the program, they need a D. Required course or prefix, the student needs at least a C. Things considered outside the major is where prefix or the predefined course outside the major is not defined.
Bill: Why is D not passing?
Paul Parker: Legacy KSU policy.
Pam Cole: Many universities historically have not considered D for transfer.
2. Policy on repeated grades - Paul Parker (5 minutes)
Editorial on current repeated courses for clarification. The first grade will be excluded, but the next grade will count. It may help students with Term GPA or academic standing.

Scott Ritchie: why is the previous attempt included?

Paul Parker: USG policy on cumulative GPA. Institutional GPA does not consider it.

3. Policy changes about academic probation – Paul Parker (5 minutes)

Academic warning before academic probation (when Institutional GPA is less than 2) Students can take 9 in the summer and 13 in the standard semester in academic warning. Only 1 semester, this includes summer.

Randy Stuart: This should go through the policy council, where the vote should come from.

Karim: Should this not come to the Senate Last?

Kent Altom: They may not be enrolled in the semester. Summer may not have enough time for them to improve.

Bill Griffith: This does need to go to the UPCC. It would be best if you referred it to the UPCC.

Leigh Funk: Curriculum, Institutional and the Faculty Policy.

4. Library Update – Judy Reardon (5 minutes)

University library: Dr. David Evans retired, Dr. Katherine will be at Vice President level. 1. Open Access Week: Community over Commercialization

Lean Library. Syllabus Project.

5. PTR Process/Timeline Discussion – Carmen Skaggs (20 minutes)

Changes to the PTR process. Levels of review will be reduced to 2, so the process will be shorter(end by November) and give enough time for faculty in case a PIP is involved. The new schedule will be:

10 calendar daysFaculty Response Letter**

September 12 – September 29: College Committee Review

10 calendar daysFaculty Response Letter**

November 14 – December 8: College Dean Review

10 calendar daysFaculty Response Letter**

Scott Ritche: This still does not give a full year for performance improvement.

Minhao Dai: PIP is tied to ARD. Then, 3 major chunks of reviews are happening at the same time: P&T, PTR, and PIP. How to ensure P&T standard is not being used for PTR.

Bill Griffith: Will the provost not be activated?

CS: The Provost will make recommendations on the remedial action.

Bill Griffith: Why does Dean needs to be a level of review?

CS: Peers are doing that as well.

Heather Pincock: This should be amended to remove the Chair rating.

CS: All levels of review should submit a letter.

Susan: Process for postponing this process?

Vote to move it to the next meeting: 34/ 3 votes yes.

Motion to extend by 10 mins.

6. Block Scheduling – Sheb True (15 minutes)(Postponed)
7. Provost’s Update (5 minutes): The President is at the University president meeting. Library AVP.
Faculty Search: Slightly different protocols for faculty vs admin searches. None of our sister institutions rank the candidates. The faculty search committee will continue to play a vital role. 3 FSEC and three administrators as working groups as shared governance. Co-chairs: one from the Faculty and one from administrator. Encourage to complete the survey.
Bill Griffith: Motion to adjourn!

BoR Policy Manual 8.3.5.4 Post-Tenure Review	BoR Academic and Student Affairs Handbook 4.7 Post-Tenure Review	2023-2024 KSU Faculty Handbook, Section 3.12
Levels of Review (2 levels required) “The post-tenure review will include, at a minimum, feedback from the faculty member’s department chair and a committee of faculty colleagues.”	Levels of Review Does not include	Levels of Review (5 levels required) Department Chair, College P & T Committee, Dean, Provost, and President
Timing of PIP Assessment Does not include	Timing of PIP Assessment “The assessment of the PIP will take the place of that year’s annual review. Failure to successfully remediate the identified deficiencies, or failure to demonstrative substantive progress towards remediation, within one year subjects the faculty member to disciplinary actions [....]”	Timing of PIP Assessment “At the conclusion of the academic year the faculty member member’s progress will be assessed by the college P & T Review committee. The department chair and dean will assess whether the faculty member demonstrated substantive progress.”

Consent Agenda:

CDA meeting, 4 Oct 2023

9:00-9:02 John Havard – approval of minutes from September 2023 CDA meeting.

9:02-9:15 Brendan Callahan – General Education Refresh IMPACT, USG BoR voting today (4 Oct 2023) on new proposal, detail to follow. Spring 2024 soft launch, syllabi for gen ed courses affected, Fall 2024 full implementation in catalogs, programs of study, degreeworks, banner, et cetera.

9:15-9:24 Michele DiPietro – CETL Expanding the NEST initiative, supporting student success measures. CETL has fellowship opportunities for faculty, 50% workload release.

9:24-9:39 George Markowsky – Phi Kappa Phi all-discipline honor society boosting membership at KSU.

9:39-9:55 Paul Parker – Courses are No Cost or Low Cost, not both. Repeated course and academic course policies clarification for how grades are applied to institutional and overall GPA. New academic warning standing for first semester below 2.0 GPA prior to academic probation standing.

9:55-10:15 John Havard – CDA bylaws review and discussion.

10:15-10:24 Benjamin Klein – Social event planning for CDA members.

10:25-10:36 Corinne McNamara – academic year vs. calendar year annual reviews discussion.

10:36 – meeting adjourned.

1. New process to roll grades for summer 2024 – Paul Parker (5 minutes)

Beginning next May, grades will be rolled out to history by the end of the May semester. Faculty missing this deadline will need to submit a grade change.

2. Policy on having minors on campus – Ann Schroeder (5 minutes)

Ann Schroeder: Minor policy from 2017. Minor registry, series of approvals. Background screens, parental waiver, safety and security, and retention requirements. Also involves internships and other mentoring activities. Website: protectingMinors.kennesaw.edu

3. Representative needed for policy council (5 minutes)

Susan Smith: Faculty senate liaison to policy council? (Virtual Meeting), no volunteers yet.

Bill Griffith: Moving from the calendar year to the academic year, the Committee to look into this. First meeting tomorrow and hopefully come up with a recommendation, after reviewing what others are doing as well. Negotiating workload when we start the academic year.

This will be considered holistically, including PTR, etc.

4. First reading of changes to Faculty Senate Bylaws to include the Part-Time Faculty Council President as a full voting member of the Faculty Senate (5 minutes)
(Todd Harper and Yvonne): Instead of the three-year term, a part-time faculty president will serve 2 years. Would like to have a full term. 42 representatives out of the 47 departments. One vote for the part-time faculty for representation.

Susan Smith: This can open gates for others as well. Part-time faculty may often be connected with each other than with the people within the department.

Todd Harper: If we have the part-time faculty council as a voting member, do we need a liaison: It might be duplicative.

Micheal Van Dyke: Add principle lecturer

- a. Senators will serve a three-year term **except for the President of the Part-time Faculty Council who will serve a two-year term**. During each spring semester, or as needed if vacancies arise, each instructional department elects one Senator who is a member of the corps of instruction—i.e., lecturer, senior lecturer, instructor, assistant professor, associate professor, professor or duly certified librarian—who does not have ex officio faculty status as a result of an appointment to an administrative office (see [BoR Policy Manual](#), §3.2.1.3). No one who has accepted an administrative appointment that requires 50% or more administrative duties may serve as a department's Senator.

Bill Griffith: Delete the job list, if we are including all from the core of instructors.

Yvonne: The President of PTFC gets half of a course fee, maybe a conflict with ACA, if elected faculty is added. Part-time faculty are severely limited in the number of hours.

Susan Smith: Talk to your departments, and please send feedback.

5. Senate Motion on Faculty Pay – Amy Donahue, Steven Collins, Heather Pincock (30 minutes)

Heather Pincock: The recent salary adjustment was only for full-time, not part-time, so this motion also addresses part-time. Part-time faculty had an adjustment in 2019. Full-time have received 2 cost adjustments since.

Steve Collins: We appreciate the efforts of the President and Provost to raise faculty pay to equitable levels. This motion indicates to make this a regular. Also, the faculty are limited to 75% , that makes us underpaid by 10's of thousands of dollars. We are requesting a 3-year timeline to address this gap.

Amy Donahue: The salary studies have been one-off; no clear ongoing plan has been planned. The task force did recommend this in 2019, and we are proposing something like the task force recommendation be put in place.

Yvonne: Last pay increase in 2021. That pay increase did not benefit all.

Heather Pincock: Colleagues, please note that Full Time Faculty are paid 10% of our salary per course when teaching in the summer. A wage floor of \$3000 per course for Part-Time Faculty is well below 10% of even the lowest-paid full-time faculty at KSU.

Vote: 40 yes., 0 no.

6. Provost's Update – Ivan Pulinkala

7. Under President Swag's leadership, we have added an unprecedented 6M\$, together with 29M\$ as regular salary. Buck study includes a comparator group, in which we racked at the very bottom in terms of the institutional metrics. The administration remains committed. We want to retain the faculty. Any increase will include rewarding performance. 406K\$ have been used for part-time. The reality of most academic institutions, not all people can get salary benefits at the same time. Thanks to Dr. Griffith and the group for his service. Will support part-time faculty's presence in FS.

Todd Harper: Some years may be equity adjustment, merit adjustment handled differently by the state than equity.

Provost Ivan Pulinkala: USG approval for merit raise. The process is very different than equity. Resources permitting well will look into improving adjustments.

Amy Donahue: Provost Pulinkala -- is it your contention that the BUCK group's selection of peer institutions was flawed, or are you saying that, because some R1 institutions were included within the peer group, the fair rate for KSU faculty should be lower than peer average?

Provost Ivan Pulinkala: When we got to USG we cannot be resourced the way R1 institutions are.

Steve Collins: Faculty have KSU have to work more in summer, which cuts into research productivity.

Albert Jimenez: If the 19 R1s are removed, do we know if we are compensated below other R2s?

Provost Ivan Pulinkala: Our compensation structure is set up for Comprehensive Institutions, not R1—our institutional performance metrics (metrics will be posted).

In asking for more compensation, we are also evaluated on the institution's metrics. In any compensation model, we should reward the best performers. We cannot have our hands tied on how we do this.

We do not know what resources we have at some of the external sources of money has external guidance on how to spend.

We will continue this focus, but the context is beyond the scope. Keep in mind when we ask for more funding, we have accountability for graduation rate and other institutional metrics.

We want to advance the salary, but we have to do everything in rotation and ensure we also improve the institutional metrics.

Will Griffith: Motion to adjourn
Adjourned 1:49 PM.