**April Motions voted by Faculty Senate by 17th May 2020**

1. **General Education Executive Committee Proposal passed 24 to 14**

This model creates an executive committee comprised of one voting member per undergraduate-serving college. Executive committee members will be expected to ensure attendance and participation in the committee. The larger advisory group would include one representative per department teaching general education courses. Members of the advisory group can make recommendations and offer advice to their executive committee representatives. Larger colleges would be encouraged to have their own meetings between advisory members and the executive committee member to ensure appropriate communication between GEC and administrators, faculty, and staff in the college.

***Proposed University Handbook changes:***

**General Education Council, GEC (permanent)** - assigned to the Faculty Senate and advisory to the Associate Vice President for Curriculum. The GEC meets monthly on the third Tuesday of each month during the academic year at 12:30-2:00 pm. The executive committee may meet additionally as needed. Purpose: The GEC is a faculty driven student focused council. The primary goals of the GEC are to (1) develop and maintain a unified, integrated, and effective general education program; (2) ensure alignment with BOR policies as well as KSU policies and mission; (3) identify and align the learning outcomes of core curriculum courses; (4) determine whether courses fit into the core curriculum; (5) communicate with administration, faculty, and staff regarding core curriculum and general education; and (6) serve as a resource to the KSU community

***Membership:*** The council is chaired by the Faculty Director of General Education. Membership is limited to full time faculty. Members may have administrative duties in their department or college at or below a director level

***Voting*** ***GEC Membership:*** Voting membership is comprised of one voting member per undergraduate-serving college. Executive committee members will be expected to ensure attendance and participation in the committee.

***Non-Voting GEC Membership:*** An advisory non-voting membership would include one representative per department teaching general education courses. Members of the advisory group advise their executive committee representatives. Colleges are encouraged to have their own meetings between advisory members and the executive committee member to ensure appropriate communication between GEC and administrators, faculty, and staff in the college

***Non-Voting Advisory Members:***

Faculty Director of General Education

Associate Vice Present for Curriculum

Curriculum Support Office Representative

SGA Representative

CDA Representative

Advising Representative

***Term:*** 3 years, member may serve 2 consecutive terms, but must take at least 1 term off before serving again

1. **Proposed Zero Credit Hour Policy passed 24 to 15**

Zero credit courses allow students the opportunity to engage in innovative experiences beyond designated credit hours of a program. Programs may develop zero credit courses for internships, participation in research, experiential learning, career preparation, international education, teaching assistantships, or other enhanced learning experiences for a major. Zero-credit courses may serve as pre-requisites for other courses.

Courses offered for zero credits must be approved through the regular KSU curriculum approval process. Zero credit courses are offered for no credit and do not incur tuition or university fee charges; however, course fees may apply. Zero credit courses have satisfactory/unsatisfactory grading and will be reflected on a student’s transcript but will not be included in a student’s GPA. These courses must have an instructor of record and a syllabus with all required elements. Courses developed for zero-credit must not exceed 45 experiential hours or 15 contact hours and must recognize faculty workload through teaching or service. Programs must limit the number of zero-credit courses required to prevent overburdening of the students and the faculty/staff. These courses are not required to adhere to the curricular calendar and may be offered at any point during the year.

Zero credit courses already in the catalog are exempt from this policy. As with all courses, if a course change is pursued, it is reconsidered under current policies. Exceptions to this policy will be considered if a justification is included in the proposal for curriculum committee review.

1. **New KSU Policy on Course Cross-listing passed 24 to 14**

A cross-listed course is a course that is offered under more than one prefix. It must have documentation with the Office of the Registrar and a proper description in the course catalog.1

1. Courses must be within the same undergraduate or graduate numbering level

2. Cross-listed courses must have the same credit hours and same learning outcomes. In addition, sections of a cross-listed course must have the same syllabi, which includes the same instructor, course location and time, assignments and grading scheme.

3. Special Topics courses can only be cross-listed with an equivalent Special Topics course with another departmental prefix.

4. Traditional independent study, honors thesis, practica, internships, directed study, master’s thesis, dissertation courses should not be cross-listed.

5. Cross-listed courses must be supported by a rationale or justification.

6. No more than three courses can be cross-listed unless all prefixes are owned by the same department.

7. Students cannot earn credit for more than one of the cross-listed courses.

**D. New KSU Policy on Course Cross-leveling passed 24 to 14**

A cross-leveled course is a course that is offered by departments across numbers and/or level. The two courses that are cross-leveled are owned by the same department. It must have documentation with the Office of the Registrar and a proper description in the course catalog.2

1. Cross-leveled courses are limited to the following two course pairs: 1) undergraduate upper division course/graduate course, and 2) graduate course/doctoral course. 9000 level special topics, directed study, thesis, internships, practica, and dissertation courses may not be cross-leveled.

2. Cross-leveled courses must be supported by a rationale for combining students of different levels.

3. Cross-leveled courses must ensure there is a clear distinction between the requirements of undergraduate and graduate students or graduate and doctoral students, with more advanced course work for the higher-level degree program. This will be demonstrated in two different syllabi that include, but are not limited to, different objectives, assessments and/or outcomes.

4. Cross-leveled courses at the graduate level must be taught by faculty with graduate faculty status.

5. Sections of cross-leveled courses must share the same modality.

\*Requests for policy exceptions may be submitted to UPCC or GPCC.

**E. Military Short-term Absence Policy passed 33 to 6**

Initiated by the KSU Presidential Commission on Veteran Affairs.

The University recognizes and appreciates the important contributions made in service of our country by Active Duty, Reserve, and National Guard members and their dependents. At times these students may be called to fulfill their duties for training or short-term deployment, which cause students to be absent from classes for a short period of time. These absences qualify as “excused absences” which means that the absence, with proper documentation provided, is not subject to penalty and coursework may be satisfied through agreement between individual instructors and students.

A. For any emergency orders where the student will be absent approximately 3 weeks or less: Students are responsible for making arrangements with instructors to maintain and/or make up classwork as needed. Service members should provide instructors with maximum advance notice of absences, providing copies of directives from the Military, Reserve, or National Guard.

B. A student who will be absent for up to three weeks will be allowed to make up any missed work within a reasonable time frame (generally up to 30 days) without a grade penalty. Instructors must accommodate absences of up to three weeks for 15-weeksemesters and a proportional duration for other sessions. It is the responsibility of the student to communicate in writing directly with each instructor, as far in advance as possible, so appropriate accommodations can be made.

C. For time-sensitive state or federal emergencies/activations where written documentation may not be available until the end of the obligation, the student is responsible for securing the orders to provide to faculty members upon return to the University.

**G. Change in Honors Requirement passed 33 to 6**

It is proposed that the Undergraduate Catalog be amended to permit the awarding of honors to students who complete 57 semester credit hours in residence at KSU, instead of the current minimum of 60 semester credit hours.  It is further proposed that the change be effective for Spring Semester 2020 graduates.  This would permit more high performing students to graduate with honors, including students who complete the accelerated Bachelor of Science in Nursing program, which requires 57 semester credit hours beyond a previously completed baccalaureate degree.

Current policy published in the 2019-2020 Undergraduate Catalog

**Graduation with Honors**

An institutional grade point average of at least 3.5 is required for students to graduate cum laude, 3.7 to graduate magna cum laude and 3.9 to graduate summa cum laude from a baccalaureate program. Graduation with honors requires that students earn at least 60 semester credit hours in residence at Kennesaw State University for the bachelor's degree. Approved accelerated bachelor to masters’ courses will be included in the 60 earned semester hours required for honors.

To receive honors at graduation, "second degree" and Academic Renewal students must have at least 60 earned hours of credit at KSU after the "second degree" or Academic Renewal status was granted. In addition, for honors, students who have repeated courses must have at least 60 earned hours of credit at KSU after the hours for the repeated courses have been excluded.

Proposed policy (**with emphasis of proposed changes**)

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**F. Motion on Plan to Raise the Salary Increase Percentage for Promotion Only for Newly Promoted passed 25 to 13**

The Faculty Senate,

*Welcoming* the administration’s intention to increase the financial reward for the hard work and significant achievements required to obtain a promotion.

*Highlighting*, the findings of the university-commissioned “Salary Compression Study for Kennesaw State University” that reveal the presence of significant salary compression at KSU, and that the compression exceeds the national average.

*Expressing*, grave concerns about the administration’s plan (announced at the April 27, 2020 Faculty Senate meeting) to redress the salary inequity problem by raising the salary increase percentage for promotion; but, reserving it only for those newly promoted in 2020.

*Positing,* that the plan would actually intensify compression and inversion. The plan will create new inequities, as those already serving in rank - having previously earned promotion - will be more deeply compressed with those in ranks below. Furthermore, the plan will cause salary **inversions** between faculty more senior in rank and those more junior in the same rank.

*Emphasizing*, that the inequity created by the plan will be especially acute for Full Professors as their salaries will be more compressed with those recently promoted to Associate Professor, and many long-serving Full Professors will be **inverted** in salary compared with those newly promoted to Full Professor (who will receive an 8% pay raise).The *Salary Compressions Study* reveals, indeed, that KSU's compression problem is currently most acute, and out of line with national patterns, for Full Professors.

*Positing*, that if the plan is implemented as currently formulated, it will generate resentment and divisiveness within the faculty, and will further sink morale.

*Requesting*, that the Administration revise the plan, so that the pay increase is applied to all currently serving Senior Lecturers, Associate Professors, and Full Professors.