

29thApril 2019 Faculty Senate Meeting Agenda

**Faculty Senate Meeting:** Monday, April 29th 12:30-1:45pm Marietta Ballroom A-B

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| **Attendance**  April 29, 2019 | |  |
| **Role** | **Name** |  |
| **LIAISONS** |  |  |
| Staff Council | Angela Beam |  |
| Student Government Association |  |  |
| Part-Time Faculty Council | Joanne Lee | Y |
| Chairs and Directors Assembly | Robbie Lieberman |  |
| Deans Council |  |  |
| **EX-OFFICIO** |  |  |
| President | Pamela Whitten | Y |
| Provost and VP for Academic Affairs | Kathy Schwaig | Y |
| Senior Associate VP for Academic Affairs | Ron Matson | Y |
| Associate VP for Academic Affairs |  |  |
| **SENATORS** |  |  |
| **Faculty Senate President** | Jennifer Purcell | Y |
| **Past-President FSEC (proxy for Joya** **Carter-Hicks)** | Ken White |  |
| **College of the Arts** |  |  |
| Art and Design, School of | Craig Brasco | Y |
| Dance | McCree (David) O’Kelley | Y |
| Music, School of | Jeff Yunek | Y |
| Theatre and Performance Studies | Jim Davis | Y |
| **College of Architecture and Construction Management** |  |  |
| Architecture | Tim Frank | Y |
| Construction Management | Charner Rodgers |  |
| **College of Computing and Software Engineering** |  |  |
| Computer Science | Ken Hoganson | Y |
| Information Technology | Ming Yang | Y |
| Software Engineering | Allan Fowler |  |
| **Coles College of Business** |  |  |
| Accountancy, School of | Cristen Dutcher | Y |
| Economics, Finance and Quantitative Analysis | Abhra Roy | Y |
| Information Systems | Humayun Zafar | ? |
| Management, Entrepreneurship, and Hospitality, Leven School of | Doug Moodie | Y |
| Marketing and Professional Sales | Sandra Pierquet | Y |
| **Bagwell College of Education** |  |  |
| Educational Leadership | Nik Clegorne | Y |
| Elementary and Early Childhood Education | Marrielle Myers | Y |
| Inclusive Education | James Gambrell for Joya Carter-Hicks (Spring) (proxy Heather Pincock) | Y |
| Instructional Technology | Anissa Vega | Y |
| Secondary and Middle Grades Education | Bryan Gillis (proxy Wendy Sanchez) | Y |
| **WellStar College of Health and Human Services** |  |  |
| Exercise Science and Sport Management | Laurie Tis | Y |
| Health Promotion and Physical Education | Peter St. Pierre | Y |
| Social Work and Human Services | Rene McClatchey | Y |
| Nursing, WellStar School of | Mary Beth Maguire | Y |
| **College of Humanities and Social Sciences** |  |  |
| Communication and Media, School of | Justin Pettigrew | Y |
| Conflict Management, Peacebuilding and Development, School of | Heather Pincock | Y |
| English | Todd Harper | Y |
| Foreign Languages | Noah McLaughlin | Y |
| Geography and Anthropology | Paul McDaniel | Y |
| History and Philosophy | Marianne Holdzkom | Y |
| Interdisciplinary Studies | May Gao | Y |
| Government & International Affairs, School of | Steve Collins | Y |
| Psychological Science | Daniel Rogers | Y |
| Sociology and Criminal Justice | Darina Lepadatu | Y |
| Technical Communication and Interactive Design | Uttam Kokil | Y |
| **College of Science and Mathematics** |  |  |
| Chemistry and Biochemistry | Michael Van Dyke | Y |
| Ecology, Evolution, and Organismal Biology | Joe Dirnberger | Y |
| Mathematics | Bill Griffiths (proxy Sarah Holliday) | Y |
| Molecular and Cellular Biology | Jerald Hendrix | Y |
| Physics | Russell Patrick (retired?) |  |
| Statistics and Analytical  Sciences | Bill Griffiths (proxy Sarah Holliday) | Y |
| **Southern Polytechnic College of**  **Engineering and Engineering Technology** |  |  |
| Civil and Construction Engineering | Matthew Wilson | Y |
| Computer Engineering | Scott Tippens | Y |
| Electrical Engineering | Walter Thain | Y |
| Engineering Technology | David Stolberg | Y |
| Mechanical Engineering | Mohammed S. Mayeed | Y |
| Mechatronics Engineering | Ying Wang |  |
| Systems and Industrial Engineering | Lin Li |  |
| **University College** |  |  |
| Culinary Sustainability and Hospitality, Michael A. Leven School of | Jonathan Brown (proxy Ginny Boss) | Y |
| First-Year and Transition Studies | Richard Mosholder | Y |
| Leadership and Integrative Studies | Ginny Boss | Y |
| **Honors College** |  |  |
| **Horace W. Sturgis Library** | Barbara Wood | Y |
| **Part-Time Faculty Council** | Joanne Lee | Y |
| **VISITORS** |  |  |
| Director, Policy Process Council | Kevin Gwaltney | Y |
| Chair, UPCC and Associate Professor of Human Services | Jennifer Wade-Berg | Y |
| Associate Professor of Political Science | Andy Pieper | Y |
| Associate Vice President and Special Assistant to the President | Brenda Stopher | Y |
| Registrar | Ana Edwards | Y |
| Chair, First Year and Transition Studies | Ruth Goldfine | Y |
| Chief Business Officer | Julie Peterson | Y |
| Associate Professor of Chemistry (UPCC) | Michelle Head | Y |
| Chief Institutional Auditor | Lesley Netter-Snowden | Y |
| Student | Madison Potts | Y |
| AVP/Dean of Students | Michael Sanseviro | Y |
| SGA/Senator for CSPCEET | Vincent Coakley | Y |
| Student | Camille Atlan | Y |
| Staff Senate | David Tatu | Y |
| Assistant Professor of English | Pete Rorabaugh | Y |
| Associate Dean CHSS | Thierry Leger | Y |
| Lecturer Health Promotion and Physical Education | Monica Gerda | Y |
| Director, General Education | Kris DuRocher | Y |
| Director, Human Resources | Alicia Stignani | Y |
| Chair, Health Promotion and Physical Education | Kandice Porter | Y |
| Lecturer and WELL 1000 Coordinator, Health Promotion and Physical Education | Mia Olberton | Y |
| KSUnited | Alexa Vaca | Y |
|  | Arielle Robinson | Y |
|  | Kyle Brooks | Y |
|  | Ifé Shaw | Y |
|  | Ramsy Konny (sp?) | Y |
| KSUnited | Carlynn Sharpe-Ehui | Y |
| Part-Time Faculty Council | Michael Perry | Y |

1. Call to Order
   1. **Welcome – Dr. Jennifer Purcell**

The meeting was called to order by Jennifer Purcell at 12:30pm. Faculty Senate Purcell reminded Senators to please let us know their replacement for next year.

She clarified that ongoing Climate and Peacebuilding activities are not formally endorsed by the Senate. The work of the Shared Governance Planning Committee is endorsed by the Senate and will be ongoing over the summer.

* 1. **President’s Update – President Pamela Whitten**

President Whitten noted that she’s been at KSU for 9 months now. She has found KSU to be everything and more that she thought it would be. It is a wonderful University first and foremost because we have the world’s greatest students. Our Faculty and Staff are also amazing and make this University wonderful. All of this makes us an exceptional University.

She did not know how shared governance would work here when starting. She wanted to sit back and observe and learn. Frankly it is very different from other institutions she has been at. It has been interesting and sometimes confusing. At the end of 9 months it is still murky and very grateful to the University Council group that is trying to understand it and understand how it will work going forward. This is important because one of the things she has learned is that everybody has the same goal which is to make KSU the best University it could be. We have the same vision in general for the University so getting a handle around how we can optimize shared governance is going to help all of us move where we want to be as a University as well.

The year in review:

1. Focus on students. Elevate our focus almost to a level of obsession. We have done small things in response to students input. For example, adding 24/7 study space, fixing potholes in the entrance to campus. We really try to respond to what students tell us. Success for our students includes financial success, time to graduation, retention, experience. A big item on that agenda today is directed towards those issues.
2. Massive leadership position filling.
   1. Provost position—important direct work with Faculty.
   2. New VP for Development—have not operated as a University that sought to raise funds especially for scholarships. That office is being staffed up to raise money not just for students but for faculty as well.
   3. New VP of Administration—oversee facilities, housing, HR issues.
   4. New Government Relations—very good work in the General Assembly. Interesting time this year and we came out with some positive feelings about KSU and our classroom building is in the budget. VP of Legal- very talented person at the University. Taken on important issues at KSU working with the Office of Equity and Public Safety.
   5. RESEARCH! We are an R2 thanks to all your work over the last decade. We need an infrastructure to support that. VP of Research is up and running.
   6. Enrollment Services—that office has now been staffed. Open Houses are being done in a new way and we have 1000s of people attending. Also deals with Financial Aid.
   7. Institutional Research- we recruited somebody in here and building that area of the University so we can store, gather, and use data to make important decisions. This is how we uncovered the 120hour + programs/degrees.
   8. Last, pending is the CDO that we are still searching for. In the 9 months I’ve been here I’ve learned we have so much more to do related to our goals for Diversity and Inclusion. Thank you to those participating in that search. It will create and facilitate important leadership we will need but do not want to diminish all the good work many have done, especially CORED which has been very active and direct sometimes about sensitive issues.
3. Planning for our Future. Hope people stepped up to contribute to college level Roadmaps. Each College put together those aspirations and metrics. First and foremost, for undergraduate education (timely graduation and excellent experience in/out of the classroom), Graduate education, and strategic areas for RCA/SCA. Those have been submitted. Over the summer there will be a lot of work that goes to help Deans and identify major themes to describe the University’s Roadmap as well. You will come back in the Fall to announcements of exciting initiatives. Aggressive investments in advising, faculty hires, infrastructure changes.
4. Summer: 3500 students graduating. We will have more graduating in the summer as well. All of the aspects of leadership over the summer will come together to set us up for the Fall. Thank Colleges who are offering more courses in the summer, especially online courses that we know students enjoy. RCA ongoing for our faculty over the summer—they don’t stop.

Thanks the leadership of Faculty Senate, especially Faculty Senate President Jennifer Purcell who served on the Provost search, is chairing the Ombuds search, won an Early Career Award, serves as a Graduate College Fellow, and is Associate Professor of Leadership Studies. Asks the Senate to join her in thanking Jenn.

Thanks everyone in the Senate for giving up your time and commitment because you care about this University. Thank you for you service

**Senator Wood** asks if there had been data collected on usage of 24/7 study space?

**President Whitten:** there has been more usage at Marietta campus. Students love it and they are asking about Library 24/7.

**Senator Wood** asks to have that data shared.

**President Whitten:** Absolutely. Let us finish the semester and then we will get it to you.

* 1. **Provost’s Update – Provost Kathy Schwaig**

Adds her thanks and appreciation to the Senate and its leadership team.

1. Merit Raises. There will be an across the board merit increase averaging 2%. That information comes to us very quickly and we have to move on it quickly. Hopefully colleges have given updates, they were asked to do so. We are looking for feedback on how to do this process more smoothly in future.
2. AVP Curriculum Search. Ongoing and delayed a couple of weeks. Hoping to announce later this week or the week after will finalize. Thanks to Senators on the committee Fowler and Vega.
3. Shared Governance Committee. Will continue its work this summer and return in good shape in the Fall.
4. Deans Searches. We will be searching for Deans in Architecture, Coles (Business), and Science and Math. Architecture search launches today Parker Exec is the search firm. Dean Preston Chairing. Committee has been formed. They will be charged today and work over the summer to have campus interviews in the Fall. Jan. 1 start date.
5. **Approval of the Agenda**

**Approved unanimously.**

1. **Consent Agenda**
2. Approval of Minutes
3. Liaison Reports
4. Policy Council Updates – Dr. Kevin Gwaltney
   1. University Handbook – Policy Process Council
   2. Hazing Policy

**Approved unanimously.**

1. **Faculty Senate Elections for AY19-20**

**Motion to accept the slate:**

President-Elect – Humayun Zafar

Marietta Campus Liaison – Allan Fowler

Kennesaw Campus Liaison – Justin Pettigrew

Secretary - VACANT

Parliamentarian – Barbara Wood

Staff Senate – Cristen Dutcher

Student Government Association Liaison – Ginny Boss

Part-time Faculty Council Liaison – Joanne Lee

Chairs and Directors Assembly Liaison – Todd Harper

Deans Council Liaison – Anissa Vega

**Approved unanimously.**

1. **Old Business**
2. **Faculty Workload Handbook Language Proposal – Dr. Todd Harper**

**Faculty Senate President Purcell** announced we would have 15 minutes for each of the remaining items of business.

**Senator Harper** said we left this last time ready for a second vote. Summarized the changes made at the previous meeting.

**Senator McLaughlin Motion to accept the language on second reading.**

**Senator Yunek seconded.**

**Discussion:**

**Senator McLaughlin** asked if the Deans Council liaison report would be addressed?

**Senator Harper** replied his recommendation was to pass the current version.

**Faculty Senate President Purcell** reported that the FSEC discussed this over the weekend. She also spoke to the Provost Schwaig about this matter. She explained the language was left somewhat general rather than involving the minutiae. Faculty Senate’s intent is shared by the Provost Office who expressed support for the current language being considered.

**Approved unanimously. [36 in favor]**

1. **Faculty Senate Statement on Diversity and Inclusion – Dr. Jennifer Purcell**

**Faculty Senate President Purcell** thanked the Senate for their feedback and explained that the FSEC revised the statement. She said personally she believes we could be saying more but that we have colleagues who think we are saying too much. External groups are not mentioned in the revised statement based on the feedback received from Senators.

**Senator Moodie** moves to accept the statement.

**Senator Davis** seconds.

**Approved unanimously [37 in favor].**

1. **New Business**
   1. **UPCC Recommendations on Institutional Requirements – Dr. Jennifer Wade-Berg**
      1. **WELL 1000**
      2. **KSU 1101**

**Jennifer Wade-Berg Chair of UPCC** introduced her co-chair Michelle Head, Ana Edwards from Registrar’s Office, Ron Day from Financial Aid, Brenda Stopher from Enrollment Services, Carly Keller from SGA, and Pam Cole Interim AVP Curriculum who were also available to give input and answer questions.

UPCC has discussed a policy in the catalogue called the University wide degree requirements. We have two courses: WELL 1000, first year curriculum requirement for students entering with 15 credits or less which is KSU 1101 and then some subsequent section numbers related to that.

She explains that in Fall 2019 CPoS (Course Program of Study) will come into effect. UPCC’s recommendation is to remove the policy of having a University wide requirement. We are not getting rid of the courses but of the current requirement for WELL 1000 and KSU 1101. Rationale: because of CPoS courses need to be embedded in our Course Program of Studies because if they don’t, we have FinAid issues. We are also looking at how these requirements affect progression.

UPCC has been discussing some ways to incorporated these courses into curriculum but first let’s have an explanation of CPoS from Ron Day.

**Ron Day (Financial Aid):** CPoS is just an acronym for “Course Program of Study”. Dept. of Ed put into rules since 1965 that says students have to be enrolled in courses that apply to their degree to receive Federal Aid. We’ve had no way to track that and neither have other institutions. And institutions around the country are being hounded by Dept. of Ed to find a way to track that. Banner has come up with a process so it can be counted in conjunction with Degree Works. If it counts to the degree requirements Federal Financial Aid can pay for the courses, if not then it can’t. Again, this is a Federal rule that has been in place since the inception of Federal FinAid guidelines.

**Senator Harper** asks for a degree program with a free elective, would those be covered?

**Mr. Day:** If the degree has an elective block then that is fine. If it does not anything taken outside the requirements cannot be covered by Financial Aid.

**Senator Holdzkom** asks how this affects students who have not yet declared a major?

**Mr. Day**: All students have a focus group that we are putting into place. We don’t go backwards. With GenEd for example, if students take outside the GenEd block and it falls into an elective block, then just know that they are eating into their electives.

**Senator Pierquet** asks for KSU 1101, I have taught this course and see a very strong need for it to continue for our students. How is it organized currently that it isn’t part of a degree program?

**Prof Wade-Berg:** currently they are institutional requirements. Students are advised to take this course if they come in at 0-15 credits. Some programs on campus don’t offer that course but offer that material through other courses. Some students sign up for the course, other don’ts, some get over 15 credit hours, drop the course and work around the requirements. Ruth Goldfine is here and can talk about how that got started. We are talking about as an alternative, programs are looking at how to fit this content into their degree requirements. That would be part of an introductory course. We as UPCC cannot state how a Department will do that content in their curriculum. It is also up to the Department offering this course how they design it. The course can still be offered. If it is taken it would fall into free elective space. If they are bringing in credits or want to use that space for a certificate and minor or something else that space can be blocked.

**Senator Pierquet**: It is complicated to make sure that it is still getting to the students.

**Senator Yunek** asks has GenEd council looked into how these courses might fit in their requirements?

**Kris DuRocher (Director of GenEd)**: if programs choose that as a route there are ways that this can be done. As these courses are currently, they are not allowed by BOR policy in GenEd but they could be revised to fit there. We haven’t had those conversations so far.

**Senator Pincock** asks do you anticipate faculty lines being affected by the elimination of the institutional requirement?

**Prof Wade-Berg**: What type of faculty line?

**Senator Pincock**: Both. Full time and part-time faculty. Hiring.

**Prof**. **Wade-Berg**: I’ll allow the Chairs of the Departments to address that.

**Kandice Porter (Department Chair, Health Promotion and Physical Education):** for WELL 1000 we have Full Time tenure-track, Lecturer and Part-time Faculty teaching the course. So, it will have a tremendous impact on the faculty.

**Ruth Goldfine (Department Chair, First Year and Transition Studies)**, We have 17-20 Full time faculty, the majority of whom are tenure- track, and about 80 Part-Time faculty teaching the course, so it would depend on the demand.

**Prof. Wade-Berg**: Can you clarify? Are there other courses the tenured and tenure-track faculty could teach?

**Prof. Porter:** Not necessarily.

**Senator Pincock:** asks why is this decision coming to Faculty Senate when most UPCC decisions do not?

**Prof. Wade-Berg:** because this is a policy and so this decision needs to come to the Senate. UPCC makes curricular decisions which end up at the Provosts Office.

**Senator Pincock:** On the policy portal?

**Prof. Kevin Gwaltney (Director of Policy):** It is section 3.8 of the University Handbook which states the routing of Academic Policies.

**Senator Pincock:** I’m familiar with that, I was trying to get clarification because what we received in our materials was from the Catalog which is curriculum so I was trying to understand is there a separate policy document in the policy portal or is the catalog considered one of those?

**Prof. Gwaltney**: University Handbook in referring to Academic Policies refers to that section of the Catalog.

**Senator Yunek** asks when will the Federal government knock down our door? When will they say students won’t receive financial aid because of this?

**Prof. Wade-Berg:** Fall 19 is when CPoS goes into effect. Our recommendation is for the requirement to be eliminated as of Fall 2020 to allow for the fact that students are already enrolling in these courses for Fall 19. However, we will also make the recommendation to the President that students on past catalogs have it removed, which is within the President’s purview.

**Senator Harper** states he is nervous about voting on this because it clearly involves faculty lines. Based on demand, demand won’t be the same as when it was an institutional requirement. Second, I think these are good courses and it is beneficial for students. Having done study abroad for years, health and wellness is crucial. This is a big decision for one meeting.

**Prof. Wade-Berg**: We are not eliminating the courses; students can still take the courses. We are tryign to remove the institutional requirement and encourage departments to re-embed more strategically the courses in their Programs of Study.

**Senate President Purcell**: Regarding the effect on full-time permanent faculty, do you have a projection for how many sections will be offered if the institutional requirements are pulled and will that be sufficient to cover full-time lines?

**Prof. Goldfine:** I have no way of knowing right nowit depends on the demand. We don’t want students to be negatively impacted.

**Senate President Purcell:** Many faculty teaching KSU 1101 have dual appointments, how will that affect them?

**Prof. Goldfine:** It is very hard to know what demand will be for the course as an elective. I could go back to look at those records (from when it was an elective course) but our KSU enrollment was so different then so not sure that data is relevant. Some faculty are teaching in GenEd and have that opportunity. Until we see demand I can’t project that.

**Senator Rogers** asks was there any look at the data in a recent semester about how many students have the class filling an elective block?

**Prof. Wade-Berg:** Right now, WELL 1000 sits on the outside of the elective block. If they get all the way to graduation and they don’t have three credits the student has to go back and take the credit. KSU 1101 pulls into the elective space; if it’s open Degree Works puts it in there. Data we have is how many sections offered and how much they fill up.

**Senate President Purcell** says the policy as it has existed with WELL 1000 does not allow it to count as an elective but this could be changed if this recommendation passes.

**Prof. Wade-Berg:** yes, if this passes, we can count WELL 1000 as an elective Three provisions: they have to complete their major upper division requirements, the CPoS includes the course, or the student has not filled their elective space. Currently, we can’t do that. That is only if we waive the policy.

**Senator Collins** asks to clarify what we are voting on. What if Faculty Senate says no to this recommendation?

**Prof. Wade-Berg**: The courses will still be offered no matter what. The question is how will they be placed and how much students will pay for them.

**Senator Collins** what is the default?

**Prof. Wade-Berg**: It is variable. It depends on the degree program if you keep it as no. And if yes, then the classes will default as electives and hopefully depending on when they take that elective, that will determine if Financial Aid will cover it or not.

**Senator President Purcell**: if this remains in place, we are asking students required to take these courses to pay out of pocket.

**Senator Clegorne** says it would not be untrue to say if we don’t pass it, we are putting students in a bad place if they have to pay out of pocket. On the flip side we are putting faculty in a really hard place because it puts the livelihood of that faculty entirely in the hands of other department’s faculty if they choose to incorporate these courses into their programs of study.

**Prof. Wade-Berg**: That’s why we asked for 2020 to give Department time to plan their shift in workload.

**Senator Clegorne** but right now there is nothing requiring these departments to look out for the departments who offer these courses.

**Prof. Wade-Berg:** Some departments already have waivers on these requirements so really what it would be doing is opening door for other departments to request waivers from the requirement.

**Senator Mosholder**: Data shows students are much more likely to be successful if they take one of these classes, around 6% more likely to be retained and graduate if they take especially KSU 1101.

**Prof. Wade Berg**: Which is why I would encourage programs to incorporate this into their degrees, similar to Engineering’s approach. We are not commenting on the courses as good or bad, we are commenting on the policy related to courses.

**Senator Lee:** We are talking about student success and giving them the tools to succeed. Where can we get the data to compare the students who take and don’t take it?

**Prof. Goldfine:** We have the data. Not sure how closely we can track KSU 1101 to graduation rates. 6-10% retention variation among those who do and don’t take it over the next two semesters.

**President Whitten:** current graduation rate is 42%.

**Senator Lee:** I’d like to see that go higher.

**Ms. Carly Keller:** I am the outgoing SGA President; I took both of these courses as freshmen. The current SGA Director of Academic Affairs Lopez is here and she was not required to take the courses.

**Senator Mosholder:** Why didn’t you take it?

**Ms. Lopez (Director of Academic Affairs)**: if you come in with enough credits you don’t take it. Very involved in campus very early on and made friends with more senior students who were required to take it. I took WELL 1000 and it was a repeat of HS. It was a waste of money.

**Ms. Keller**: For me it was coupled in the Learning Community I was in. I wish it had focused more on getting involved on campus. I am not sure how it related to my success on campus. These courses should be offered but it should be student’s choice to take a course. Not discrediting the course. The recommendation for it to be in 2020 would hopefully give time to figure it out.

**Ms. Lopez:** Most students take KSU 1101 and even with that number our students’ involvement or graduation is very low. Requiring students to take a course on top of all the costs of College is going to make marginalized students have a harder time.

**Senator Moodie:** If we reduce most of our majors from 123 credits to 120, by definition that reduces the number of teaching lines you need. If we go from 142, which is our current average to 120 that is a 20% drop in teaching. Faculty lines are definitely going to go—it could be made up for with increased enrollment. The goal to get our students down to 120 will result that is going to end up with less courses and somebody somewhere is going to be teaching less. That shouldn’t be the basis for this decision but that is just basic math.

**Senator Yunek:** We have to think about our sphere of influence. We can vote to eliminate the number of requirements especially if students have to pay out of pocket. It’s not our sphere of influence to decide what students take. We need to hand that back to Gen Ed Council and the programs.

**Prof. Wade-Berg**: Thank you. Again, this is simply the policy.

**Senator Davis:** I’ve heard this 140 number thrown around a lot. I’m very curious about where these bottle necks are.

**Prof. Wade-Berg**: Bottle necks in the entire curriculum?

**Senator Davis:** Yes, exactly.

**Senator Mosholder:**  Some students change majors twice. They don’t have enough information to choose the one that is going to suit them. The first-year seminar tries to address this. Who is to say that the 140 credit hour average wouldn’t get worse if KSU 1101 requirement is eliminated?

**Senator Pettigrew**: If a department or a school decides to embed these courses into their Course of Study then they will be paid for? What is our argument here if we can be working with departments and UPCC to address the curriculum problem? Let’s work as a faculty for our individual program and schools to address if this course is appropriate to our program of study.

**Prof. Wade-Berg:** Yes, that’s right. We are resistant to change but things are changing around us. We are looking at a policy that may or may not fit the current institution.

**Senator Vega**: Remind colleagues that UPCC is coming to us with this recommendation. That is a faculty body and the College most affected by this has representation on that body. We are a second level of review on this.

**Senator Thain**: Our degree program is 128 hours. We came in from Southern Poly with our own version of an orientation course like this. It doesn’t fit our program well and that’s why our college has adopted a different approach. We need to be very focused on getting our students oriented to Engineering.

**Senator Mosholder:** We have actively gone out to build coalitions with other departments to integrate our courses in what they are offering. If we table this and put more emphasis that sort of thing that might be a good thing but in the meantime you that expertise from the Department of FYTS will not be there any longer.

**Prof. Wade-Berg**: 2020 is to give time for that adaptation. This recommendation should have been there before CPoS so that students wouldn’t be affected. The courses will remain and the demand is what may fluctuate. At the end of the day that is how the market works.

**Senator Collins:** Don’t have the data on the efficacy of these courses but I will say that it doesn’t seem to be as easy as saying course programs can simply embed it. Then you are leaving it up to chance and risk for this course that may be very valuable. Since I’ve been here the one program that we have a national reputation for is our FYP, so if we see a decline in enrollment, are we making retrograde progress on an initiative that we have been recognized for?

**Prof. Wade-Berg:** Prof. Goldfine is here I will not speak on her behalf; we have asked about different models and ways of embedding this content back. Not arguing with you about whether the course content is effective. It is instead a question of will 300 sections be offered or 200 sections. That’s a demand question.

FYI: again, there are programs that have waivers.

**Mr. Day:** The decision is very difficult. Please understand though that 80% of our students receive financial aid and half of those are Pell Grant recipients which means they are low income. This process goes into effect Fall 19 and I will have to explain to students why they have to take these courses and that Financial Aid won’t cover it because of Federal rules. Want to make sure you understand that waiting to Fall of 20 doesn’t address that.

**Vega – Motion that having heard from our students’ reps and UPCC reps that we accept the recommendation to remove the policy of requirements WELL 1000 and KSU 1101.**

**Hendrix seconds.**

**30 in favor**

**5 opposed.**

**The motion passes.**

**Motion to extend meeting time by 15 minutes (Pincock).**

**Seconded.**

**Approved unanimously.**

1. **Faculty Handbook Revisions – Dr. Doug Moodie**

Senator Moodie: This summer I will do a lot of work on the Committee on Committees to try to sort out who is on what Faculty Committee. When we return in Fall, we will have a long document about the Standing Committee structure for Senators to vote on.

1. **Proposed Academic Freedom Grievance Process – Dr. Andy Pieper**

**Prof. Andy Pieper**: Was, for 4 years, AAUP President. Has been speaking with FSEC for the last year about this issue. Danielle Buehrer requested from him a report about Academic Freedom for purposes of SACSCOC. Noted several instances of items that had been reported to him. Put those in his report along with proposed recommendations or remedies. In some cases, it was an individual decision error in others an institutional policy and broader policies.

Dilemma: Faculty come to AAUP reporting incident. Sometimes they want it confidential. Sometimes AAUP writes to administrators involved on behalf of the faculty member. It is not a systematic reporting process.

Remedy ideas:

1. Senate Committee on Academic Freedom – track, make recommendations, follow up
2. FSEC with Academic Affairs
3. Formalize AAUP at KSU
4. …

**Senator Hendrix**: asks what type of issues have come up regarding Academic Freedom?

**Prof. Pieper:** To summarize from the report 1) State Higher Ed committee scrutinizing course content, political interference 2) Grading policies being interfered with by Chairs and Deans 3) DFW rates used as performance evaluation standard for faculty but not consistently across Departments and Colleges, 4) Other more egregious examples going back to previous administrations but I’ll leave it at that.

My recommendation: standing committee, longer terms to allow for institutional memory, AAUP represented since this is our specialty as ex-officio, Academic Affairs, repository for complaints, recommended solutions.

**Prof. Gwaltney (Director of Policy):** Section 4.4.3 Faculty Handbook has a section on Conflict Resolution Procedures, some items not mentioned here and some are. In the University Handbook there is a Grievance oversight committee which has oversight over the process but not a committee like what you’re talking about.

**Prof. Pieper:** Whatever is proposed would have to work with those processes. I’ve not had experience with those except sometimes faculty who come to me ultimately go through that process. The one difference is that there seems to be an accreditation angle here which is why I was originally approached. But yes, it seems they would have to be merged or work hand in hand with grievance processes already in place. I will say a lot of times when people believe the Academic Freedom has been violated, they don’t want to go through the grievance process.

**Motion for FSEC to form a task force comprised of representatives from FSEC, AAUP and Academic Affairs to develop a proposed process for reporting Academic Freedom complaints for presentation to the Faculty Senate by the end of Fall 19 semester. (Pincock)**

**Senate President Purcell:** offers a friendly amendment: “AAUP Executive Committee members”.

**Senator Pincock** accepts the friendly amendment.

**Seconded (Tippens).**

**Approved unanimously.**

**Senator Moodie:** Let’s have another round of applause in appreciation of Faculty Senate President Purcell. [LOUD APPLAUSE ENSUES]

**Motion to adjourn.**

**Seconded.**

**Approved unanimously.**

**The meeting was adjourned at 2:00pm.**