**Faculty Senate, October 7, 2019, 12:30-1:45**

**Attendance:**  Jonathan Brown, Richard Mosholder, Ginny Boss, Joseph Dirnberger, Barbara Wood, Robbie Lieberman, Christine Zelt, Pamela Whitten, Kat Schwaig, Ron Matson, Diana Gregory, Andrea Knowlton, Jeff Yunek, Jim Davis, Tim Frank, Ken Hoganson, Hassan Pournaghshband, Cristen Dutcher, Abhra Roy, Humayun Zafar, Doug Moodie, Randy Stuart, Albert Jimenez, Marielle Myers, James Gambrell, Anissa Vega, Jillian Ford, Laurie Tis, Peter St. Pierre, Rene McClatchey, Mary Beth Maguire, Justin Pettigrew, Tim Hedeen, Todd Harper, Noah McLaughlin, Paul McDaniel, Jennifer Dickey, Rebecca Hill, Steve Collins, Daniel Rogers, Darina Lepadatu, Uttam Kokil, Michael Van Dyke, Bill Griffiths, Jerald Hendrix, Louise Lawson, Matthew Wilson, Scott Tippens, Walter Thain, Jeff Wagner, Ying Wang,

**Call to Order**

1. Senate President Doug Moodie called the meeting to order at 12:30. President Moodie reminded Senators that all would need to use the microphone to present material or to discuss matters from the floor.

**Approval of Minutes**

1. Senators Noah McLaughlin, Foreign Language, motioned and Jeff Yurek, Music, seconded the approval of the minutes. Minutes approved unanimously.

**Announcements**

1. President Whitten
   1. Strong beginning to the semester with historic numbers of students on campus.
   2. Reminder to faculty that it is Homecoming week
      1. Concert during the week.
      2. Parent and Family Weekend, culminating in a parents’ event that will be hosted at the Embassy Suites.
   3. COTA was praised for two events that have been sold out. It is a testimony to the strength of our Arts program and its continual support from the community.
   4. The student section at the football games has been packed, a strong motivator for the coaches and players.
   5. GAP scholarship, which helps financially-strapped students, who are one semester away from graduation, cross the finish line, continues to be successful. We have over 500 scholars, and last year, over 92% of applicants won a scholarship.
   6. Dr. Phaedra Corso, Vice-President for Research, has announced the Office of Research’s signature research themes: 1) Biomedical and Health Sciences, 2) Computing and Technology, 3) Human Development and Well-Being, 4) Sustainable and Safe Communities. The President encouraged faculty to participate and collaborate in these themes, especially in interdisciplinary ways. She also noted the upcoming John C. Salerno Symposium (October 11, 2019), which will showcase faculty research from across campus.
   7. KSU has been designated as a first-forward university (one of two Georgia institutions to be named). This is a NASPA initiative begun by the Center for First-Generation Student Success.
   8. KSU earned an A from the American Trustees and Alumni for its Gen Ed Curriculum.
   9. The Governor has asked state agencies to make cuts for a 4% of this current budget cycle and 6% for next year’s budget cycle. Currently, Universities from the instructional side were exempted from these cuts. However, the state is reporting that 97 million short in tax revenue for the first two months of this fiscal year. Hopefully, the state will be able to make this up; however, the President wanted to alert us to this problem.
   10. Finally, the President announced that over the weekend, there was a shooting at an off-campus apartment complex. Police confirmed 90 minutes before the Faculty Senate Meeting the name of the student who was killed, Oluwafemi Oyerinde, a first-year student in Engineering. The President expressed her and the university’s profound sadness for the tragic loss of a student.
2. Provost Kat Schwaig
   1. Announced that a group of faculty, administrators, and staff will be looking into Post-Tenure Review to ensure that KSU’s approach to Post-Tenure Review is in line with the BOR’s.
   2. There is a new ruling from the Department of Education regarding minors. The Provost only recently received the notification and is looking into it.
   3. There is now a Compression and Inversion Task Force made up of faculty, staff, and administrative representatives (Vanessa Robinson-Dooley; Rebecca Rutherford, committee chair; Amy Donahue; Darina Lepadatu; Shawn Long). The committee will work with Rob Tatution from the University of Georgia, who will help analyze the data in regards to compression and inversion that the committee collects. President and Provost have had numerous conversations about this and are committed to developing a plan to help address compression and inversion. Provost and President want to move forward with this and put together some comprehensive strategy for addressing these issues.
   4. Senator Noah McLaughlin, Foreign Languages, asked about the academic costs to the Global Learning Fee.

Provost Schwaig responded that for Fall 2019, students studying abroad can receive $1000. For Spring and Summer 2020 programs, students can receive $800. Some of the money from the scholarship ($280,000.00) comes from the Provost’s office, while the rest is coming from the fee collection. Money from the Provost’s office can only be used for instruction expenses since state dollars cannot be used to pay student expenses on a study abroad program. Money from the fee collection can be given directly to the students.

* 1. Senator Noah McLaughlin, Foreign Languages, asked what is actually covered by the money from the Provost’s office, for example student lodging cannot be paid from state funds.

Sheb True, Interim Associate Vice-President for the Division of Global Affairs, stated that the list is somewhat complicated; however, faculty who successfully proposed programs have received an email detailing what expenses can be covered. Dr. True added that the combination of state funds and student fees will guarantee that every KSU student who applies and qualifies (minimum GPA and having never received the scholarship previously) for the scholarship will receive what effectively amounts to $800 through instructional costs that have been covered, as well as through a direct scholarship. (For example, students may see a $400 reduction in overall program fees while directly receiving an additional $400.)

* 1. Senator Marrielle Myers, Elementary and Early Childhood Education, asked how the representatives for the Compression and Inversion Committee was determined.

President Doug Moodie responded that faculty were asked to apply. The FSEC then chose faculty from that list.

* 1. Senator Bill Griffiths, Marietta Campus Representative, asked where the 2018 salary comparison report came out.

Provost Schwaig responded that it had been sent to her.

**Old Business**

1. Handbook Changes: President Doug Moodie proposed that committee changes be passed for the Handbook now. He noted that a lot of the existing language within the Handbook is outdated and wrong. For example, many of the administrative positions have changed titles since the last update.
   1. Senator Randy Stuart, Marketing, noted that there are several proofreading errors within the document. She would like to see a clean document before she voting.
   2. Senator Bill Griffiths, Marietta Campus Representative, supported Senator Stuart’s motion, stating that he needed another chance to review the document.
   3. President Moodie noted that he had been presenting this document for two months.
   4. Senator Griffiths wondered if there was an urgent need to pass document.
   5. President Moodie responded that there wasn’t.
   6. Senator Steve Collins, Political Science, asked about the representation on the committees. For example, was representation determined on the basis of an equitable representation of all colleges? (Senator Collins noted that many are concerned about equitable representation when the colleges have very different sizes. Should colleges that have more faculty have increased representation on these committees.)
   7. President Moodie stated that that would be a policy change, which he tried to avoid. (President Moodie simply wanted to make superficial changes, such as syncing up administrative titles within the Handbook with what is actually being used on campus. He also noted that he held off on certain committees, such as the General Education Council, where there might be a committee formed to look at its membership and function (see new business).



* 1. Senator Griffiths motioned and President Moodie seconded that a vote on the changes be moved to the November Senate Meeting.
  2. A vote was taken: 34 yays, no nays, 1 abstention.

1. FPA/ARD Changes: CDA representative Mark Mitchell, Chair, Chemistry and Bio-Chemistry, presented the CDA proposal for changes to the FPA and ARD. Dr. Mitchell stated that the FPA would focus on long-term goals and would only be reviewed every three years, while the ARD would include both the faculty member’s review of the previous year as well as short term goals for the following year. (The new ARD would do the work of the current ARD as well as the short-term aspect of the existing FPA. The FPA again would be for long term goals, stating generic expectations of scholarship, service, and teaching for a faculty member. The FPA would not discuss specific short-term responsibilities.)
   1. Senator Rebecca Hill, ISD, expressed concern that chairs could add to a faculty members workload if that was not fully stated in the FPA. This would be a major concession to the existing system where the FPA, which acts as a contract, establishes the following year’s workload and goals.
   2. Dr. Mitchell responded that there is no procedural difference. The determining of workload and goals will still be negotiated by faculty and chair. The workload and goals of the new ARD would fit within the more generic goals of the FPA. (FPA would not state short-term service work.)
   3. Senator Tim Hedeen, Conflict Management, while praising the CDA for taking up the issue, stated that he felt that something of this magnitude that affects faculty should have greater faculty participation in its development. He suggested a new committee made up of faculty and administrators to develop something new. Moreover, he does not see any time-saving. While he likes it as a goodwill gesture, but does not feel that it is ready prime-time.
   4. Senator Mitchell restated the structure and purpose of the proposed FPA and ARD.
   5. Senator Justin Pettigrew, Communication and Media, wondered what the revised FPA look like, as well as what the ARD would be measured against.
   6. Dr. Mitchell responded that the FPA would be the more generic document, while the ARD would state specific information. The following year’s ARD would be measured against the goals stated in the current ARD.
   7. Senator Louise Lawson, Statistics and Analytic Sciences, stated that while she applauds the global nature of the new FPA, she feels that a lot often changes within the span of long-range time covered by the new FPA. (She gave example of how the DOE has recently upended a lot of long-term work on a minor.)
   8. Dr. Mitchell argued that the new FPA is not a strict outline and can be changed and adjusted with big changes in faculty life.
   9. Senator Marielle Myers, Elementary and Early Childhood Education, stated that she was under the impression that independent committees are crafting what the new documents look like.
   10. Dr. Mitchell pulled up document of what template might look like.
   11. Senator Albert Jimenez, Educational Leadership, sought clarification that faculty would be now measured against the goals stated in the new ARD.
   12. Dr. Mitchell replied, “yes.”
   13. Senator Jimenez then asked if we can assume that an assistant professor who meets the goals laid out in the new ARD will then pass tenure.
   14. Dr. Mitchell noted that the new process has to be realistic to work effectively.
   15. Senator Jeff Yurek, Music, likes the generic nature of the new FPA, especially how it does not lock faculty into specifics. However, he is hearing from faculty that they like the one-on-one aspect of the current system.
   16. Senator Bill Griffiths, Marietta Campus Representative, wondered how this makes the faculty member’s life easier.
   17. Dr. Mitchell restated the process of the new system, focusing on the differences between the broader context of the new FPA and the narrower context of the new ARD.
   18. Senator Daniel Rogers, Psychology, wondered what degree this proposal had to do with the top-ten issues list that the CDA was asked to developed.
   19. Dr. Mitchell noted that much of this had to do with the CDA wanting to adjust to the review cycle.
   20. President Doug Moodie asked if a motion would be made from the floor to approve the proposal. No motion was made, and the proposal failed.

**New Business**

1. Revisions to General Education Council: Given the unwieldy nature of the existing GEC and the new rules for the CORE Curriculum that will come out of the USG, President Moodie has proposed a committee that will look at the membership of the GEC.
   1. Senator Anissa Vega, Instructional Technology, wondered why we simply did not include representation from all colleges instead of creating this added step of forming a committee to look at the membership.
   2. President Moodie responded that this would make the committee too big.
   3. Albert Jimenez, Educational Leadership, asked if the problem was simply that GEC was too big.
   4. President Doug Moodie responded that it was the numbers as well as the fact that decision making was weighted too heavily towards one or two colleges in the existing model.
   5. President Doug Moodie proposed the motion (a second was made, but the person did not identify himself). The motion passed with 27 Yays, 0 Nays, 9 Abstentions.
2. Resolution for finding funding for a new Global Learning Fee: Senator Noah McLaughlin, Foreign Languages, stated that several important changes have occurred for the Global Learning Fee and Scholarship. First, the fee is being phased out and will disappear in the next year. Second, in order to save existing funds within the existing account, the amount of the award is being lowered from $1000 to $800 and is now only being awarded to students who have never received the scholarship previously. (In the past, students could apply and receive the scholarship on a yearly basis.) His resolution asks the upper-administration to identify funds that would help to replace the loss of revenue generated from the fee.
   1. Senator Walter Thain, Electrical Engineering, asked how many students currently use the scholarship.
   2. Senator McLaughlin responded that it is about 800 a year.
   3. Senator Justin Pettigrew, Communication and Media, wondered if there was any data on the various socio-economic levels of students that the scholarship helps.
   4. Senator McLaughlin responded that he does not know if this information exists.
   5. Senator Anissa Vega, Instructional Technology, argued that the technology fee should be taken off the list since it has been depleted over the last couple of years.
   6. Senator Rebecca Hill, ISD, wondered who made the initial decision. Is it made by students, by administration, etc.
   7. Provost Schwaig noted that there were two student advisory committees who were consulted regarding these changes: the Mandatory Fee Committee and the Global Learning Fee Committee. Students are on these committees, as well as faculty.
   8. Dr. Kevin Gwaltney, Director of Policy, cited the BOR policy on student fees. Changes to student fees must be approved by the BOR.
   9. Senator Jeff Yurek, Music, wondered what the data will look like when the scholarship is reduced this year by $200.
   10. Senator McLaughlin said this would be something that Institutional Research could study this.
   11. President Moodie noted that study abroad numbers have remained the same over the last few years, even though the university has grown.
   12. Senator Jeff Wagner, Engineering Technology, noted that unlike other fees which go to services that benefit all students within a program, this fee goes from all students into the pockets of relative few who go on study abroad programs.
   13. Senator McLaughlin stated that this is not about raising fees.
   14. Senator Scott Tippens, Computer Engineering, supports idea of this. He suggested that this body not get into the nitty-gritty of where money will be pulled from. Simply make a resolution that the upper-administration should find the money and then allow them to determine where the money will come from.
   15. Senator Steve Collins, International Affairs, stated that he has heard that this fee takes from all students to provide for a few. However, he wonders if that does not happen with other fees, such as Athletics or Sports and Recreation? Are all students on a team? Do all students work participate in Sports and Recreation?
   16. Doug Moodie motion to vote (someone seconded, but did not identify themselves). 24 Yays, 2 Nays.

**Remaining Announcement**

1. Open Enrollment: Amy Phillips, Human Resources, encouraged all faculty to actively go through Open Enrollment because of surcharges to smoking and working spousal insurance that have been added, as well as the increase in pharmaceutical costs. If a faculty member neglects to make choices during Open Enrollment, some of these surcharges will be automatically applied, which could result in a sharp decrease to their January paycheck—money that will not be recovered.