

Faculty Senate Executive Committee Meeting: October 18th, 2021 (12:30 PM – 1:45 PM)

Faculty Senate Meeting: October 25th, 2021 (12:30 PM – 2 PM)

**Faculty Senators in attendance**: Darina Lepadatu (Sociology & Criminal Justice), Doug Moodie (Management & Entrepreneurship); Andrea Knowlton (Dance), Todd Harper (President Elect, English), Jim Davis (Theatre & Performance Studies), Austin Brown (Data Science & Analytics), Lantz Holtzhower (Construction Management), Ying Wang (Robotics and Mechatronics Engineering), Ann Mills (Library Resources), Jennifer Dickey (History & Philosophy), Susan Kirkpatrick Smith (Geography & Anthropology), Humayun Zafar (Information Systems & Security), Mary Beth Maguire (Nursing), Snehal Shirke (Technical Communication & Interactive Design), Lin Li (Industrial & Systems Engineering), Rebecca Hill (Interdisciplinary Studies), Cameron Greensmith (Social Work & Human Services), Steve Collins (Political Science & International Affairs), Cristen Dutcher (School of Accountancy), Paula Guerra (Elementary & Secondary Education), Jeff Wagner (Engineering & Technology), Diana Gregory (School of Art & Design), Jillian Ford (Secondary & Middle Grades Education), Heather Pincock (Conflict Management, Peacebuilding, & Development), Michael Perry (Part-Time Faculty), Hassan Pournnaghsband (Software Engineering & Game Development), William Griffiths (Mathematics), James Gambrell (Inclusive Education), Sathish kumar Gurupatham (Mechanical Engineering), Kenneth Hoganson (Computer Science), Chris Sharpe (Public Services), Dabae Lee (School of Instructional Technology and Innovation), Noah McLaughlin (Foreign Languages), Lei Li (Information Technology), Giovanni Loreto (Architecture), Daniel Rogers (Psychological Sciences), Glen Meades (Chemistry & Biochemistry)

*[Note: There are many of you that typically attend that did not sign the attendance, as it was an atypical meeting. Please email* [*jgambre2@kennesaw.edu*](mailto:jgambre2@kennesaw.edu) *and I will add your name if you were present]*

Pam Cole (ex-officio member, Associate VP for Faculty Affairs), LaJuan Simpson-Wilkey (ex-officio member, Assistant VP for Faculty Affairs), Kat Schwaig (ex-officio member, Interim President), Ivan Pulinkala (ex-officio member, Interim Provost).

**Guests**: Amy Buddie, Lesley Netter-Snowdon, Phaedra Corso, Kevin Gwaltney, Christy Storey, Brenda Stopher, Karen McDonnell, Danielle Buehrer, Thierry Leger, Jenn Purcell, Rita Bailey,

**Agenda**

# Opening Remarks

Welcome – Darina Lepadatu

**Online Faculty Senate Meeting Expectations**

1. Please complete the attendance survey (link in the chat window) if you are a senator or a guest.
2. 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.
3. Use the “Raise your hand” feature in order to be recognized. iv. As we move forward with our senate meetings, the FSEC has heard from its members and agrees on the need to hold to correct parliamentary procedure. Motions will be preferred over discussion items so that we typically have action items on the floor. We would like to point out that there will be less time in our meetings used to announce our business items, so it will be more important than even to be familiar with all documents pertaining to our meeting. 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 get familiar with Robert’s Rules of Order: <https://assembly.cornell.edu/sites/default/files/roberts_rules_simplified.pdf>

**Visit of USG Vice-Chancellor Tristan Denley to discuss recent changes on student success and post-tenure review** (12:30-1:30 PM on Teams)

*Note to colleagues of the Faculty Senate: due to the back-and-forth nature of this question-and-answer session, I chose to simply state “Senator:” or “Dr. Denley:” in order to capture as much content as possible.*

# Dr. Denley: 900 faculty provided feedback into Post-Tenure Review (PTR) survey. This feedback is part of working group’s report. PTR committee did “a whole bunch of work to set this in a broader context.” *In general, faculty felt PTR was arduous, time consuming, and inconvenient. Faculty did not feel that they received a benefit from creating a PTR portfolio.* Senator asks if it is arduous and meaningless, why not eliminate it? Dr. Denley maintains it is too valuable of a tool to simply eliminate it.

# Senator: Asks for the data from the feedback. Dr. Denley: It is all part of the report.

# Senator: In the remedial action plan, it claims that the plan will be in alignment with the Chancellor or Chancellor’s designee. Are there other/future documents that this language refers to? Dr. Denley: Yes. In accordance to the USG faculty and student affairs guidebook. There is no clandestine document. That handbook provides guidance and what is being alluded to. <https://www.usg.edu/academic_affairs_handbook/section4/>

* Senator: What value the BOR sees in the PTR process that is not granted by the annual review process? Dr. Denley: This is well represented in the report. They are complimentary, but in no way synonymous. Annual review happens *yearly* and is carried out by an *administrator*. It is specific to a single year. PTR is carried out by a *committee of faculty colleagues and looks across multiple years* (5 years). These allow for a both/and process: both peers and administrators and both annual and 5-year lens. None of us can control speed of publication, for example, so it may take place over multiple years.
* Senator: Please define “student success”. Dr. Denley: Your campus will define what student success means for your context. He recommends even departments have the flexibility to match their missions. If you look in the current policy manual, you will not see teaching, service, or research defined, because the USG wants to acknowledge and recognize the differing contexts across the myriad campuses. What are the things faculty do that material benefit and work with students (ex. Advising, undergraduate research, study abroad, creation of curriculum, etc.)? The way in which the policy is drafted makes it clear that a campus can think of student success as another “pillar” to add to Teaching, Research, and Service. It certainly does not *have* to be that way and the policy allows that new aspect to be woven into the other 3. Senator: Since we use the teaching, research, and service divisions also as divisions of labor in terms of percent effort, how is student success going to fit into that model? Dr. Denley: That can be how you decide as a campus to weave this piece in and amongst what you currently do. According to SACSCOC, this does not impact accreditation and more states will be including student success in their review processes. Bottom line: *How student success is measured and defined will be left up to each campus/department.*
* Senator: A major impetus for the revisions was to *reward* faculty for going through the PTR process. Some campuses do provide a salary increase for positive PTR, is it now the policy/suggestion of the USG that a positive PTR provide renumeration. Dr. Denley: This policy is designed for accountability and continued performance. The decisions for how this process awards faculty is left up to each campus. Merit pay is certainly an option, but the decision will be left to each campus. There are financial and “other ways” to reward faculty. He mentions a “gala for recognition of awards” to faculty.
* Senator: Student success is hard to track. Is there a way to track student success? Faculty also fear punishment for student success metrics. Dr. Denley: It is a rich and nuanced discussion to define and track student success. The analysis that the USG currently does is retrospective (ex. Grades, graduation rates). The USG is looking for proactive, rather than retroactive, policies. From a system perspective, there is a new professional development platform called “Momentum U” to allow faculty and staff to have access to tools to add transparency in learning, pedagogy, growth mindset, different ways to broaden pedagogy. Also providing assessment tools of student success.
* Senator: Given that faculty saw little value in PTR, how do these changes add value to *faculty*. Dr. Denley: Campus presidents and provosts are asked to include all levels for shared governance to add criteria, policies, practices to make PTR more valuable to faculty. He encourages appropriate appeal mechanisms to the new PTR policies on campus. This will be up to *faculty* to ensure exactly that. These policies should be developed by the end of the academic year. But campuses will also address how these changes are phased in for annual review and multi-year reviews.
* Senator: You developed an advising initiative on campuses in Tennessee. Is this an advising program? Is this to replace advising staff and put the burden on the shoulders of faculty? Dr. Denley: I did create an analytics tool when I was provost, but it did not replace staff. It was a tool. It is still being used on that campus, but there is no plan to integrate or adopt that technology in the USG. It is not a commercially available product.
* Senator: 1) You referred to “due process” after an unsuccessful PTR. Why make it explicit that the current processes do not apply. Why not use the current processes in place? 2) What are your response to the AAUP’s investigation that these policy harm shared governance and academic freedom? Dr. Denley: I respectfully disagree with the AAUP. If you think student success is ill defined, “professional negligence” is even more vague. The USG was trying to clarify what happens when a faculty is consistently underperforming. The new policy clarifies and better defines what constitutes underperforming. This policy was also designed to distinguish between an underperforming faculty member and a legally-liable faculty member.
* Senator: I am concerned about the way data will be removed from universities to individual faculty, rather than the specific overarching question earlier. Dr. Denley: Campuses will decide how advising is operationalized. Follow up question: There is a part missing in your answer. There is a difference between campuses being responsible for something and individual faculty being held accountable. Does the USG see moving advising from advisors to individual faculty? Dr. Denley: No.

# Old Business

1. Approval of Faculty Senate September 2021 Minutes. (1:30 James Gambrell)
   1. Motion approved by voice vote.

# New Business

*Note: The language of the motions are included in the appendices below.*

1. Tobacco Surcharge Motion: Open Enrollment Healthcare Benefits: Oct. 25-Nov. 5; time sensitive!! (1:31-1:40 Heather Pincock)
   1. Motion approved by voice vote.
2. Motion of No Confidence in USG Executive Vice Chancellor, Tristan Denley(Heather Pincock & James Gambrell 1:40-1:50)
   1. Given on first read. Dr. Lepadatu: unaware of other Faculty Senates who are bringing similar motions. Most USG Institutions are thinking of working with rather than against the USG. Motion tabled until November.
3. Motion on establishment of a post-tenure review committee (Stephen Collins 1:50-2)
   1. Dr. Collins: This motion exists to ensure that faculty shared governance bodies are integral to any changes to PTR. Dr. Yunek (Parliamentarian): These 5 faculty should be tenured. Dr. Pincock (Conflict Management): Maybe this should be taken as a 1st read, as well, to allow us to get feedback from all stakeholders. She recommends having the final vote be of the Faculty Senate. Friendly amendment: consider making faculty senate advisory to the committee to revise PTR. There are several friendly amendments that come in rapid succession. There is also a discussion of parliamentary procedure. Due to the rapid suggestions/changes, I will include the new language below instead of the language that was started with. Motion passed with a voice vote.

**Meeting adjourns at 2:01**

**Informational Items:**

1. New drafts of Hazing Policy (students) and Outdoor Amplified Sound Policy are under review till October 26 on the KSU Policy Portal (<https://policy.kennesaw.edu/>). Please contact Dr. Kevin Gwaltney to provide feedback.
2. Report from Faculty Senate Liaison to the Student Government Association (Heather Pincock)

**2. Resolution to Fix the OneUSG Benefits Enrollment System, and**

**Refund Employees to Whom the Tobacco Surcharge Was Applied In Error**

1. WHEREAS, the current benefits enrollment system applies a$100/month tobacco user surcharge to all covered employees and their dependents by default, meaning that nonsmoking workers—in a state where 84% of people do not smoke[[1]](#footnote-1)—must explicitly opt out, or else pay this substantial penalty; and,
2. WHEREAS, in the 2020 enrollment period, a software glitch, reported by multiple employees and documented by the United Campus Workers of Georgia (UCWGA), reclassified many workers as smokers after they opted out, obligating those enrollees to opt out twice or pay the surcharge; and,
3. WHEREAS, there is no regular system to appeal this surcharge if it was charged in error, and UCWGA has documented several instances of employees attempting, and failing, to get refunded;
4. THEREFORE BE IT RESOLVED, that the OneUSG Connect enrollment system be modified such that nonsmokers are not presumed to smoke and are not charged by default; and,

THEREFORE, BE IT FURTHER RESOLVED, that a process be established by OneUSG Connect to fully refund those who have been charged in error; and,

THEREFORE, BE IT FURTHER RESOLVED, that this process be advertised to all potentially impacted employees of the USG.

**3. Motion of No Confidence in USG Executive Vice Chancellor, Tristan Denley**

Whereas Tristian Denley is the USG Executive Vice Chancellor for Academic Affairs (herein after the USG Executive Vice Chancellor) and oversees all matters related to academic affairs, which includes academic programs and policy, tenure and promotion, faculty development, accreditation, etc.,

Whereas the USG Executive Vice Chancellor served on a Post Tenure Review Working Group that included only 5 appointed faculty among 14 members which consequently severely diminished the voice of faculty on what is a faculty exclusive issue,

Whereas the USG Executive Vice Chancellor put forth to the BOR policy changes to Post Tenure Review and Annual Reviews in section 8.3 of the BOR Policy Manual that are of significant concern to many USG faculty, including over 1100 who signed an open letter to that effect,

Whereas the USG Executive Vice Chancellor stated to the BOR that “We made important adjustments to the language to clarify and address those kinds of concerns,” when in fact no substantive revisions were made to the policy language to address faculty concerns,

Whereas the USG Executive Vice Chancellor put forth to the BOR a policy referring to “noteworthy involvement in student success activities” where student success was undefined, unmeasurable, and therefore could not receive appropriate faculty feedback,

Whereas the USG Executive Vice Chancellor put forth a policy stating: “Each tenure-granting institution must create its own specific policies for implementing this post-tenure review policy.” and “Each institution’s policies shall be developed in consultation with the institution’s faculty” but also stating: “Prior to implementation, institutions must submit policies and evaluation criteria to the Chancellor or the Chancellor’s designee(s) for approval”,

Whereas the SACSCOC’s accreditation requirements include “appropriate policies and procedures for preserving and protecting academic freedom” and the policies and procedures put forth by the USG Executive Vice Chancellor have weakened tenure protections and diminished academic freedom,

Whereas American Association of University Professor (AAUP) understands tenure to be an indefinite appointment terminable only for cause as demonstrated in a hearing before an elected faculty body, with the burden of proof resting on administration and that tenure without these procedural projections is tenure in name only,

Whereas USG Executive Vice Chancellor put forth a revised Post Tenure Review policy that allows termination of a tenured faculty through a process that falls outside the existing *Grounds for Dismissal Policy*, resulting in the diminishment of due process protections for tenured faculty and placing the burden of proof on faculty rather than administration in the termination process,

Whereas as a result of the policy put forth by the USG Executive Vice Chancellor and approved by the BOR, the AAUP has stated it will launch an investigation into the University System of Georgia which could result in the outcome of censure,

Be it resolved that the KSU Faculty Senate has no confidence in the USG Executive Vice Chancellor, Tristan Denley.

**4.Establishment of a Post-Tenure Review Policy Committee**

Author: Steve Collins, School of Government & International Affairs

October 25, 2021

~~Whereas, on October 13, 2021 the Board of Regents (BOR) of the University System of Georgia (USG) revised the USG policy for post-tenure review (8.3).~~

~~Whereas each USG tenure-granting institution was tasked by the policy (8.3.5.4) to “create its own specific policies for implementing” the revised post-tenure review policy.~~

~~Whereas the BOR requires (8.3.5.4) that each institution create its specific policies in partnership with faculty.~~

~~The Faculty Senate recommends that a joint faculty-administrative committee be established promptly.~~

~~The committee shall include five faculty members selected by the Faculty Senate Executive Committee, the Assistant Vice President for Faculty Affairs, a dean representative, and two chair/director representatives. The committee shall be chaired by the President of the Faculty Senate - or other member of the Faculty Senate Executive Committee (FSEC) - serving in an ex-officio capacity.~~

**UPDATED LANGUAGE, per friendly amendments/voice vote:**

**Faculty Senate Motion**

**Establishment of a Post-Tenure Review Policy Committee**

Author: Steve Collins, School of Government & International Affairs

October 25, 2021

Whereas, on October 13, 2021 the Board of Regents (BOR) of the University System of Georgia (USG) revised the USG policy for post-tenure review (8.3).

Whereas each USG tenure-granting institution was tasked by the policy (8.3.5.4) to “create its own specific policies for implementing” the revised post-tenure review policy.

Whereas the BOR requires (8.3.5.4) that each institution create its specific policies in partnership with faculty.

The Faculty Senate recommends that a joint faculty-administrative committee be established promptly.

The committee shall include five tenured faculty members selected by the Faculty Senate, the Assistant Vice President for Faculty Affairs, a dean representative, and a chair/director representative. The committee shall be chaired by the President of the Faculty Senate - or other member of the Faculty Senate Executive Committee (FSEC) - serving in an ex-officio capacity. The committee will be advisory to the Senate.

1. **KSU SGA Liaison report**

**October 6 2021**

Submitted to the KSU Faculty Senate by Heather Pincock

The SGA has met five times so far this Academic Year: August 26, September 8, September 22, September 29 (Special Meeting), October 6

Key items of business have included:

1. Swearing in of several new Senators to the General Body
2. Approval of new Bylaws that included the addition of a Senator for Student Workers
3. **SGA Passed “Support for Addressing COVID-19 Responsibly Act” unanimously.**
   1. Full language of the Act that passed is pasted below (see p. 2-3)
   2. SGA reviewed and discussed the Act on a first reading on Sept. 8 and then a revised version on Sept. 22
   3. Between Sept. 22 and Oct. 6, SGA circulated a survey to the student body before voting on the resolution:

**Survey Results**

614 responses

*Q.1 How do you feel about USG mask mandate?*

38.3% No, should not mandate

**57.9% Yes, USG should mandate masks**

3.8% Prefer not to answer

*Q.2 How do you feel about USG vaccine mandate?*

**48.4% No, should not mandate**

45.3% Yes, vaccine mandate

6.4% Prefer not to answer

129 open comments. Complete data available from Press Secretary.

1. Reporting to the SGA about the Presidential Search. President Johnson and VP Wittmayer are serving on the Search Committee. The tentative dates for the student forums are: October 15, 22, 29. More details to come.

More detailed Recaps of SGA General Body meetings can be found at @ksu.sga on Instagram:

Sept 8: <https://www.instagram.com/p/CTzwwp3lyJR/>

Aug 25: <https://www.instagram.com/p/CTSN-AvFy4s/>

(Future Recap will appear here: <https://www.instagram.com/ksu.sga/?hl=en>)

Complete Minutes are available at: <https://sga.kennesaw.edu/>

# KENNESAW STATE UNIVERSITY STUDENT GOVERNMENT ASSOCIATION 2021-2022

RESOLUTION R-003

# SUPPORT FOR ADDRESSING COVID-19 RESPONSIBLY ACT

Sponsor (s): Senator Assa, Senator Clement, Director Grant, Senator Quenneh, Senator Valdez, Senator Wahab

Cosponsor (s):

Principal author (s): Director Cochran

**WHEREAS,** approximately 700,000 Americans have died from COVID-19 over the course of the pandemic, with around 25,000 of those deaths being Georgians as of October 6th, 2021, per the New York Times

**WHEREAS,** cases are currently spiking again in patterns similar to the onset of the virus, with the vast amounts of those dying and residing in hospitals being the unvaccinated

**WHEREAS**, Kennesaw State University provides vaccines from Pfizer-BioNTech, Johnson & Johnson, and Moderna free of charge to all students, staff, and faculty by way of appointment

**WHEREAS**, receiving a vaccine yields an effectiveness rate of 70%+ (Johnson & Johnson) to 88%+ (Pfizer) and 90%+ (Moderna) against hospitalization, illness, and death per a recently released report from the Centers for Disease Control

**WHEREAS,** an unvaccinated population leaves the whole more vulnerable to new variants (such as the Delta variant) that can be deadlier and resistant to treatment

**WHEREAS,** the vaccines are found to be safe and effective in preventing severe COVID- 19 and the Pfizer-BioNTech vaccine specifically is FDA approved

**WHEREAS,** the fully vaccinated populace of Georgia remains at around 45% of the total population, and the fully vaccinated population of Cobb County is at approximately 54% of the total population as of October 6th, 2021, per the New York Times and the Georgia Department of Public Health respectively

**WHEREAS,** mask mandates on college campuses is a sound public health policy, already being implemented by other universities across the country

**WHEREAS,** Section 4 of the USG Policy Manual reads: “During an epidemic…of any disease preventable by immunization at a [USG] institution and when an emergency has been declared by appropriate health authorities of this State, the President of this Institution, in conjunction with the Chancellor and appropriate health authorities, may promulgate rules and regulations specifying diseases which immunizations may be required”

**WHEREAS,** there is already precedent for vaccine and mask mandates in public schools/institutions for diseases such as polio, measles etc.. as well as previous mask mandates due to COVID-19

**WHEREAS**, the University System of Georgia and Board of Regents have the power to

allow colleges and universities to enforce mask and vaccine mandates

**WHEREAS,** it is highly likely if cases continue to rise, the USG will be forced to mandate a return to all-online modality similar to that of the previous year

**WHEREAS,** the KSU Faculty Senate overwhelmingly passed a resolution calling for vaccination mandates and mask mandates

# THEREFORE,

**BE IT RESOLVED** that the Kennesaw State University Student Government Association strongly urges KSU to dedicate more resources to COVID-19 mitigation on the Marietta Campus that is equitable to the Kennesaw Campus; including but not limited to: additional mask provisions, hand sanitation stations, gloves, and face shields

**BE IT RESOLVED** that the KSU SGA calls on the USG to give universities the power to enforce vaccination and/or mask mandates as they see fit

**BE IT RESOLVED** that the KSU SGA calls for a return to previously implemented social distancing and mask mandates on KSU campus grounds as a minimum to protect students and faculty, alongside re-implementing previous enforcement methods

**BE IT RESOLVED** professors at KSU and the USG at large be allowed and assisted in whatever means necessary to make their courses available online

**BE IT RESOLVED** that religious and medical exemptions to vaccines continue to be observed and accommodated for

Senator for the Southern Polytechnic College of Engineering & Engineering Tech, SGA Senator for the College of Architecture & Construction Management, SGA Director of Diversity & Inclusion, Student Government Association

Senator for the College of Science & Mathematics, Student Government Association Senator for LGBTQ+ Affairs, Student Government Association

1. https://www.americashealthrankings.org/explore/annual/measure/Smoking/state/GA [↑](#footnote-ref-1)