

Faculty Senators in attendance: Darina Lepadatu (Faculty Senate President, Sociology & Criminal Justice), Doug Moodie (Management & Entrepreneurship), Paula Guerra (Elementary Education), Daniel Ferreira (Environmental Science), Todd Harper (President Elect, English), Jim Davis (Theatre & Performance Studies), Austin Brown (Data Science & Analytics), Lantz Holtzhower (Construction Management), Ann Mills (Library Resources), Humayun Zafar (Information Systems & Security), Mary Beth Maguire (Nursing), 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), Jillian Ford (Secondary & Middle Grades Education), Heather Pincock (Conflict Management, Peacebuilding, & Development), Hassan Pournnaghsband (Software Engineering & Game Development), William Griffiths (Mathematics), Kenneth Hoganson (Computer Science), Dabae Lee (School of Instructional Technology and Innovation), Noah McLaughlin (Foreign Languages), Giovanni Loreto (Architecture), Jeff Yunek (Parliamentarian, Music), Jennifer Dickey (History & Philosophy), David Bray (Economics, Finance, & Quantitative Analysis), Daniel Rogers (Psychological Science), Peter St. Pierre (Health & Physical Education), Nicholas Ellwanger (Honors College), Glen Meades (Chemistry & Biochemistry), Randy Stuart (Marketing and Professional Sales), Sumit Chakravarty (Electrical Engineering), Mohammad Jonaidi (Civil and Environmental Engineering), Monique Logan (Technical Communication and Interactive Design), Susan Kirkpatrick Smith (Geography & Anthropology), Justin Pettigrew (Communication & Media), Estella Chan (Molecular & Cellular Biology), Diana Gregory (Visual Arts), Jeff Wagner (Electrical Engineering), Ying Wang (Mechatronics Engineering),

Ex-Officio Members: LaJuan Simpson-Wilkey (ex-officio member, Assistant VP for Faculty Affairs), Kat Schwaig (ex-officio member, President), Ivan Pulinkala (ex-officio member, Interim Provost).

Guests: Amy Buddie, Lesley Netter-Snowdon, Thierry Leger, Tricia Chastain, Nwakaego Nkumeh Walker, Pam Cole, James Taylor, Sonia Toson, Alexander McGee, Jeff Delaney, Aaron Howell, Monica Swahn, James Stincholm, Liang Zhao, Catherine Kaukinen, Andrew Payne, Christy Storey, Karen McDowell, Chris Sharpe, Sumanth Yenduri, Kojo Mensa-Wilmot, Phaedra Corso, Nwakaego Nkumeh Walker, Ian Ferguson, Tricia Chastain, Ugena Whitlock

Faculty Senate Executive Committee Meeting: April 11th, 2022 (12:30- 1:30 PM)

Faculty Senate Meeting: April 18th, 2022 (12:30 PM – 1:45 PM)

# 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>

**Old Business:**

1. Approval of Faculty Senate March 22 Minutes. (James Gambrell 12:30)
   1. Minutes Approved

**New Business**

1. Motion on Three Year Plan for Fully Funding the KSU Faculty Salary Equity Formula (Stephen Collins 12:30-12:45)
   1. Senator Stephen Collins, Political Science and International Affairs, presented his motion to fully fund the KSU Faculty Equity Formula in three year. Senator Collins noted that while previous funding had been welcomed, it did not address the salary inequities in a robust manner. However, with USG receiving its highest funding in years, now is the time to make a concerted effort towards eliminating salary conversion and compression. He called on deans and chairs to begin assembling data regarding the funding gaps in their colleges and departments, and for the upper-administration to begin eliminating those gaps as soon as this year, using the Ellermeyer formula, which was produced by the University during its last study.
   2. Senator William Griffiths, Mathematics, seconded the motion.
   3. Senator Jeff Wagner, Electrical Engineering, observed that the motion only called attention to some groups that have been affected by compression and inversion, not, for instance, Assistant Professors at Southern Poly who were tenured, but not promoted.
   4. Senator Collins agreed, noting that Professors were singled out because the suffered the most with salary inversion and conversion. He stated that he was originally concerned that the University would once again go rank by rank each year with some ranks potentially benefiting more than others. (In this way, he was concerned that Professors, who received a limited bump in their pay last year, might not benefit like others that would follow.) However, the important thing, he noted, was that the University adhere to the formula since it is a good gauge of inversion and compression at all ranks.
   5. Senator Susan Smith, Geography and Anthropology, asked how much it would cost to correct salary compression and inversion at the University.
   6. Senator Collins responded that he was not aware of any place where that data exists. (RCHSS does have that data from some years ago, though, and it may exist with other colleges.)
   7. Senator Lance Holtzhower, Construction Management, noted that salary data should not be gathered from the public site since the salaries listed are not necessarily base salaries, but include summer pay and travel. That said, he appreciates the motion.
   8. Senator David Bray, Economics, Finance, and Quantitative Analysis, asked whether the formula controls for merit.
   9. Senator Steve Collins noted that it did not control for merit.
   10. Senator Lepadatu, Sociology and Criminal Justice, observed that the equity increase would be for faculty who are meeting or exceeding expectations.
   11. Motion was unanimously approved.
2. Motion on Budget Transparency (Heather Pincock 12:45-1:00)
   1. Senator Pincock, Conflict Management, explained that this resolution was similar to the one passed in October 2021. However, this time, it was written to include other shared governance bodies in the conversation. The motion itself calls for a two-way dialogue to take place between the administration and faculty regarding the budget. While Senator Pincock acknowledged that then Provost Schwaig had held forums following the initial resolution that was passed, she was hoping for more faculty input.
   2. Senator Steve Collins seconded the motion.
   3. No Discussion
   4. Motion passed 37-1
3. Recommendations of Provost’s Taskforce on Course Evaluations. Elected reps: Darina Lepadatu, Stuart Napshin, Stephen Barrett, Lantz Holtzhower (Darina Lepadatu 1:00-1:05)
   1. Senator Lepadatu indicated that KSU still has a problem with student feedback on course evaluations. Where other schools in the system have student feedback rates that are as high as 60-65%, KSU has a feedback rate that is below 25%. She noted that students seem to think that the evaluations simply do not matter. Because of this, she noted that KSU needs to do a better job with public relations in sending out a message that evaluations do matter. She noted that the taskforce would like to continue its work in the fall.
   2. Senator Susan Smith asked what other institutions were doing.
   3. Senator Lepadatu responded that the taskforce still needs to determine what other institutions are doing, especially regarding any incentives that these other institutions provide to their students. She also noted that the taskforce felt that a) the timeline needed to be revised (see item #4) and that the opt-out system needed to be dismantled (see item #5).
4. Motion on Timeline of Course Evaluations (Darina Lepadatu 1:05-1:15).
   1. We are proposing a new timeline for course evaluations: from 2 weeks before the last day of school till the last day of finals (e.g. April 15- May 10).
      1. Senator Lepadatu explained that many faculty felt that the timeline was unfair and that it allowed students to complete their surveys after they had found out their grade.
      2. Senator Bill Griffiths seconded the motion.
      3. Senator Steve Collins stated that one suggestion he would make is to move it to the last day of class.
      4. Senator Lepadatu asked if that meant that he wanted to return to the initial timeline, the one before the opt-out system was implemented.
      5. Senator Steve Collins noted that his only problem is with the end date since it allows students to know their grades before filling out the evaluations. A end date as the last day of class would help avoid this.
      6. Several senators agreed and noted the fact that their faculty expressed similar concerns.
      7. The motion was amended to read “from 2 weeks before the last day of school till the last day of class.”
      8. Amendment Passes 37-1
      9. Resolution as amended passes unanimously.
5. Motion on Disabling the Opt-Out System: proposal to disable the system that appears to have no impact on response rates. (1:15-1:20)
   1. Senator Lepadatu explained that the Opt-out system is a program that asks students if they want to “opt-out” of filling out an evaluation before seeing their grades. Students then must either fill out the evaluation or “opt out” of the system before they can see their grades.
   2. Several senators questioned whether the Senate needed to vote on this resolution since the previous resolution set the end date for evaluations as the final day of class, thus making the opt-out system moot.
   3. Senator Bill Griffith responded that the motion still needed to be voted upon. Senator Griffith seconded the motion.
   4. Motion to disable the opt-out system passes 30 – 2.
6. Motion on Faculty Senate meetings for AY 2022-2023 (Todd Harper 1:20-1:30)

For the AY 2022-2023, the Faculty Senate will alternate between face-to-face and online meetings. Any face-to-face meeting will be moved online if Cobb County’s level of COVID19 transmission is high. The face-to-face meetings will take place on the Kennesaw Campus in Fall and on the Marietta Campus in Spring.

* 1. Senator Randy Stuart, Marketing and Professional Sales, seconded the motion.
  2. Senator Doug Moodie, Leven School of Hospitality and Management, asked whether streaming would still be available during the F2F meetings so that those who could not attend in person could do so virtually.
  3. Senator Monique Logan, Technical Communication and Interactive Design, asked as a follow-up whether interactive voting would be available for the F2F meetings.
  4. Senator Humayun Zafar, Information Systems and Security, responded that the Senate should either go Face-to-Face or online.
  5. Senator Cameron Greensmith, Social Work and Human Services, proposed an amendment for the Senate to meet online only.
  6. Senator Jeff Yunek, Music, seconded the motion.
  7. Senator Bill Griffith spoke against the amendment, stating that he found value in Face-to-Face meetings.
  8. Senator Lepadatu noted some of the pros of going online, namely greater attendance among Senators and Administration.
  9. Amendment to move the AY 2022-23 Faculty Senate meetings fully online passes, 27-5.
  10. Resolution as amended passes, 30-4.

1. **Results of Faculty Senate Officers Elections.** (Darina Lepadatu 1:30-1:35)
   1. **President:** Todd Harper
   2. **Vice-President/ President Elect:** Susan Smith

“I have been employed at KSU since 2004 and have had the opportunity to serve as a part time, full time temporary, tenure track/tenured faculty member and department chair. I am currently an associate professor of anthropology in the Department of Geography and Anthropology. I am interested in serving in on the FSEC in order to work to have faculty voices heard. I am a strong believer in and advocate of shared governance and academic freedom and want to work with our upper administration to ensure that they support those views.”

* 1. **Secretary:** Vacant
  2. **One at Large Member Kennesaw Campus**: Stephen Collins
  3. **One at Large Member Marietta Campus**: William Griffith

**Faculty Senate Liaisons:**

**Staff Council:**

**Student Government Association:** Heather Pincock

**Part-Time Faculty Council:**

**Policy Process Council:** Randy Stuart

**Chairs and Directors Assembly:** Sumit Chakravarty

**Deans Council:** Shelby Meek

**Committee on Academic Freedom:** Humayun Zafar

1. Chris Sharpe, Library Services, voted unanimously as liaison to Staff Senate.
2. Austin Brown, Data Science and Analytics, voted unanimously as liaison to Part-Time Faculty Council.
3. With the addition of Senators Sharpe and Brown, the full slate of candidates was approved by the faculty senate on a unanimous vote.

# Informational item: Report from the Chairs and Directors Assembly (Daniel Rogers)

# Informational item: Report from Student Government Association (Heather Pincock)

# Informational item: Report from Deans’ Council (Doug Moodie)

# Update from President Kat Schwaig (1:35-1:40)

* 1. In acknowledgement of Senator Collins’ resolution, the President affirmed the importance of addressing salary equity issues. As had been noted with Dr. Collins resolution, there had been a committee that looked at salary compression and inversion, using the Ellermeyer formula. Their work provided a snapshot for issues of compression and inversion at a particular moment. However, because the work was done pre-Covid and prior to hiring several new faculty, the committee’s findings are out-of-date. The President is proposing a new study. The University has already tapped the Buck Firm to do a study. They are currently involved in a similar study concerning salary issues affecting the staff. The Buck Firm would continue its work with KSU, but on the faculty side. The President indicated that she will be reaching out to Senators Darina Lepadatu and M. Todd Harper to enlist the help of the FSEC.
  2. In response to Dr. Pincock’s resolution, the President has reached out to the the University’s Chief Financial Officer to determine the best way to move forward in presenting the University Senate and the University as a whole with a budget.
  3. The President thanked the University’s institutional auditor, Undra Baldwin, for his service. Mr. Baldwin will leave the position of KSU internal auditor, which he has held for a long time, for a job at Florida State University.
  4. The President noted that the new Provost’s search will begin tomorrow.

1. Update from Interim Provost Ivan Pulinkala (1:40-1:45)
   1. The Provost thanked the student evaluation committee for its hard work. He noted that he hopes a shorter survey that is consistent throughout campus is developed. He also noted that his office is willing to work on marketing student evaluations to the students in order to increase response rates.
   2. He indicated that Kennesaw State University has contracted with Georgia State University on their student success program to advance degree completion rates.
   3. Finally, he indicated that the langauge in the BOR guidelines for PTR review have indicated that some sort of reward be given to those who receive a positive result. He is proposing that those who would receive a 4 or a 5 on a five-year PTR review would receive a one-time payment -- $2000 for a 4 and $5000 for a 5. (Faculty could only receive this with a positive PTR review every five years.) He indicated that in order for this to appear, the BOR must approve this plan and that Faculty Handbook language concerning PTR would have to change from an up/down vote to a five-point ranking.

**Supplementing Documents:**

1. **Three Year Plan for Fully Funding the KSU Faculty Salary Equity Formula (Stephen Collins)**

The Faculty Senate urges the administration to fully fund the salary equity plan expressed in the 2020 Kennesaw State University Compression and Inversion Taskforce Report (CITR). Last year's payment (Summer 2021), while appreciated, was nominal, and it failed to mitigate in any significant way the inequity of salary inversion and severe compression. Full professors remain the most sharply compressed, and therefore the bulk of the funding should be devoted to address conversion and inversion at the professor rank. Associates, senior lecturers, and lecturers also are compressed and inverted, and a substantial portion of funds should also be devoted to these ranks.

We urge the university to commit to a three-year timeline for fully funding the salary equity gap. Deans of each college should, with the assistance of chairs and directors, compile a report on the funds needed to fully fund the equity gap for their colleges. The Ellenmeyer formula, contained in the CITR, should be utilized to compute the funding needs of colleges. The university should commit to provide one-third of these funds before the start of AY 2022-23. The second one-third funding tranche should be delivered before the start of AY 2023-24, and the last tranche before AY 2024-25.

The college equity funding reports should be made public, as the salary information is not proprietary, and is available through open records.

1. **Budget Transparency Resolution (Heather Pincock)**

Background: A similar version of this resolution passed the KSU Faculty Senate in October 2020. Now that President Schwaig has been confirmed in her role, I’d like to ask the Senate to consider passing this revised version and request her response. We can also invite the other shared governance bodies (Part-Time Faculty Council, Staff Senate, Student Government Association) to consider and vote on the resolution.

The KSU Faculty Senate requests full budget transparency and seeks to establish a regular process for discussion and consultation between faculty, staff, students, and administrators about the KSU budget.

To accomplish this, we propose the following:

* The FSEC will receive detailed budgets annually once proposed budgets (projected revenues and expenses) are finalized (typically in spring). This will also include revenue and expense reports for the KSU Foundation.
  + Should other shared governance bodies (Part-Time Faculty Council, Staff Senate, Student Government Association) approve this resolution, their executive committees will also receive this information.
* The FSEC will receive budget updates on final and major changes to expected revenue and expenses when they become available.
  + Should other shared governance bodies (Part-Time Faculty Council, Staff Senate, Student Government Association) approve this resolution, their executive committees will also receive this information.
* The FSEC will convene, at a minimum once annually (but more frequently as appropriate), a meeting of the full faculty with the President and members of the President’s Cabinet for discussion of the KSU budget.
  + Should other shared governance bodies (Part-Time Faculty Council, Staff Senate, Student Government Association) approve this resolution, the FSEC will work with their Executive Committees to convene the forum(s), and their members shall also be invited to participate.
* Prior to the meeting, the FSEC will share budget information with and gather questions from the faculty. The meeting will be moderated by the Faculty Senate President or another faculty member designated by the FSEC.
  + Should other shared governance bodies (Part-Time Faculty Council, Staff Senate, Student Government Association) approve this resolution, the Faculty Senate President will work with the Presidents of the other bodies to moderate the forum(s) and to share budget information/gather questions from their members.

1. **Recommendations of Provost’s Taskforce on Course Evaluations (**Darina Lepadatu, Stuart Napshin, Stephen Barrett, Lantz Holtzhower, Laura Palmer, LaJuan Simpson Wilkey, Traci Coltrain)
2. **Benchmarking**of course evaluations systems at other USG institutions
   1. GT, Georgia State and Georgia Southern have response rates between 45-60% and use only one instrument/ survey. UGA uses a different survey/ college
3. Return to **paper evaluations**- not approved
   1. it is not sustainable for a university with 43,000 students
   2. it involves a high volume of labor on staff
4. **Marketing and PR of the course eval survey**
   1. we appreciate support from the PR Office to start a campaign to encourage students to fill out the survey (April 15-May 12). Can Ivan support us on this?
   2. reminder emails do not work (students do not open their emails)
   3. recommendations for instructors: short videos explaining why the survey is important; build the survey as a class assignment for course credit or extracredit
5. **Incentives for the course eval survey**
   1. Department innovation. Departments will receive incentives if their response rates increase over 60% (Can Ivan offer incentives to departments?)
   2. Students could get priority registration for classes if they fill out the surveys.?
   3. Clarity from Academic Affairs if symbolic incentives are allowed to increase response rates
6. **Timeline of survey:** 4 weeks from the middle of last month of classes till the day prior to grades due (April 15- May 11). Proposed: 2 weeks before the last day of classes and close the day before grades are due.
7. **Opt-out system:** proposal to disable the Opt-out system which appears to have no impact on response rates.
8. **Proposal for Fall 2022**: revision of existing survey and proposal to use only one survey across campus.
9. **Recommendation to share with students why filling our course evaluations is important**:

**Your Voice Counts!!**

**5 Reasons Why It's Important to Fill Out Course Evaluations**

* Tell us what worked (or did not work) for you
* Suggest how we can change the course for our next students
* Provide data for the evaluation of our performance
* Know your input is 100% anonymous
* Make change happen- your voice counts!!

1. **Faculty Senate Liaison Report: Chairs and Directors Assembly (CDA), April 13, 2022**

My notes/summary from the 4/13/22 CDA meeting appear below. These reflect my understanding of the meeting contents and discussion. Respectfully Submitted,

**Daniel Rogers, Faculty Senate Liaison to CDA**

▪ Update on Administrative Review Working Group: (Corinne McNamara)

- The working group has formulated a draft for administrative review. Corinne described the major components, which include:

◦ All administrators will undergo a 360 review in the 2nd year in the position and every 5 years thereafter.

◦ Input into review will come from surveying all direct reports and a sample a peers and other stakeholders.

◦ Data collection will be handled by an outside firm, depending on funding/budgeting.

◦ DFCs and/or CFCs will have access to faculty and staff data in preparation for their meetings with a Chair and/or Dean.

◦ Reports will be made public in the library, in keeping with the current practice.

- Subgroups within the working groups are working to clarify additional elements of the process, including establishing dates for key steps in the review process and developing survey items.

- Discussion ensued focused on:

◦ The need for survey items to be flexible/sensitive to

◦ Does this process apply to faculty who are executing administrative tasks, such as a graduate program coordinator who reports to their chair? Corinne replied that this process will not apply to these faculty and only to those with >50% administrative responsibilities, not counting professional service.

▪ Update on Course Evaluation Taskforce: (Laura Palmer)

- The taskforce shared findings of their recent survey, identifying the major contributors to low response rates as (1) there being no incentive for students to complete them, (2) students not seeing value/impact in completing them, and (3) faculty not promoting evaluation completion.

- The Taskforce will continue its work focusing now on efforts to increase response rates.

▪ Update on PTR Working Group: (Teresa Raczek)

- This Working Group is seeking to implement the recent BOR mandated changes in PTR within KSU policy and procedures.

- They have created subgroups to work on defining and operationalizing student success, PTR reviews, and ARD reviews.

- The Working Group’s current opinion is that student success be embedded in the existing performance categories of teaching, professional service, and research and creative activities.

- The goal is to have 2023 FPAs be created with the new policies in place.

▪ Update on Facilities: (Tricia Chastain)

- Facilities has worked on hundreds of projects this year, dealing with labor shortages, materials price increases, supply chain problems, etc.

- Projects noted included:

◦ Academic Learning Center construction

◦ Engineering Lab Building full renovation

◦ adding teaching labs to the Science Building

◦ converting Chastain Pointe to fully house the School of Art and Design

◦ design of a new interdisciplinary building on Marietta campus with research/lab space

◦ converting the Bowen Building to the Center for Social Sciences Research

◦ multiple projects focused on creating and renovating research space

◦ new 500-bed residential space at the Kennesaw Campus entrance

◦ new dining options in development for the ALC, Marietta campus, and new residence hall

▪ Update on Academic Affairs: (Pam Cole)

- Encourage faculty to apply to the Institutional Effectiveness and QEP Director position.

- Encourage faculty to apply to the service learning course redesign institute, which occurs in May.

- UPCC and GPCC have been working to examine options for expedited processes and will soon seek feedback.

- Faculty will be receiving a survey focused on office solutions. This data will help guide the taskforce’s work moving forward.

- Summer and Fall hires and their documentation needs to be submitted ASAP to avoid delays.

- Verbal offers for hires have been complicated/slowed by changing to use One USG for the hiring system. Startup funds in a verbal offer is complicated by AA needing to verify the funding source.

1. **KSU SGA Liaison report April 11 2022** (Heather Pincock)

The SGA has continued to meet every other Wednesday 7-9pm this academic year. SGA representatives work on projects throughout the year to offer support and engagement opportunities to fellow students across KSU. At most SGA Business meetings, they provide updates and announcements to each other about the various service projects and initiatives they are involved in on campus. They also invite guest speakers and hear from representatives of various campus offices at their meetings, as well as their SGA advisors/Dean of Students Dr. Ronald Griggs and Amber Lesicko.

Some key items since my last report:

November

* Heard a presentation and a Q&A with Nwakaego Nkumeh Walker and Breana Ware (Legal Affairs) regarding KSU’s free expression policy and concerns from students about some of the visitors/demonstrators that have been on campus this year.

January

* Met the new Associate Dean of Students Amber Lesicko.

February

* Held “Meet your SGA” events on both campuses

March

* Held “SGA Week” to promote student involvement in SGA (included Student Athlete Appreciation Day, Covid Q&A and Service Day, Marietta Game Day, Collaborate SGA X FSL, and Diversity Day)
* Prepared for and opened nominations for the SGA elections.
* Discussed and approved of updates to the constitution/bylaws that includes updated election procedures, organizational chart, new senator positions, and clarification of roles/responsibilities.

April

* Considered of a “Peace and Quiet Resolution” to institute a once per semester “Senator’s Mental Health Day” in the SGA offices
* Announced the winners of the 2022-2023 SGA election:

Executive Results:

*President - Bethany Fortson*

*Vice President - Jannah Wahab*

*Treasurer - Emille Cornelison*

College Seats:

*College of Computing and Software Engineering - Elisha Ngolemasango*

*College of Science and Mathematics - Kadi Doumbia & Sahil Bardai*

*College of the Arts - Makenzie Vliek*

*WellStar College - Kameron Farmer & Zoe Neisler*

*Coles College of Business - Jessica "JT" To & Jake Stevens*

*Radow College of Humanities and Social Sciences - Miracle Elonu, Yakinni Martin, & Emory Roy*

*Bagwell College of Education - Jazmine Bryant*

Commission Seats:

*Student-Athletes - Claire Parsons*

*Military and Veteran Students - RJ Norman*

*Fraternity & Sorority Life - Nate Bellamy*

*Sustainability - Gabriel James*

*Non-Traditional Students - Amaya Thompson*

*Student Workers - Zyshonn Morris*

*Racial & Ethnic Minorites - Mikayla Payne*

*Women and Gender Issues - Kennedy Broner*

Coming up: New SGA representatives will be sworn in at the April 13 meeting

Coming up: New SGA leaders will be swearing in their new Executive Board at the April 27 meeting.

1. **Informational Item: Report from Deans’ Council (Doug Moodie *14th April 2022)***

**PTR**

The provost wants to send out to the faculty a draft document for comments before 15th May. He does not want the final proposal to go to Faculty Senate without time for faculty feedback. Many faculty do not read emails during the summer.

**Internal Audit**

Plan is to have all faculty and staff fill in COI/OA (conflict of interest/outside activities) each 1st Jan, starting 1st Jan 23.

IA (internal audit) will go to senates to discuss this plan. Faculty and staff will have to resubmit form is circumstances changes during year. Federal COI forms are different. Many faculty and staff not clear on what is COI/OA. IA will emphasize that form is for employee protection. There was suggestion that the form be combined with annual contract signing.

**Faculty Awards**

AA will announce details of awarding ceremony and awardees shortly. Five faculty awards committees were involved. KSU has largest such award collection in USG, thanks to Foundation.

**Curriculum**

The advisors are often confused because curriculum changed so often, so hope to get program changes on a cycle basis, rather than happening every year. Suggestion that an advisor should be on all curriculum committees on a non-voting basis. New expediate exceptions should help CC workloads. Deans are to give their program (including minors and certificates) cycle times by end August to CIA.

**Faculty Hiring**

Deans are to send verbal offers to Pam Cole only not Ivan. There have been cases of candidates who came to campus, later being denied by review committees. So review committees are to check candidates for chairs, etc. for meeting tenure requirements and position as full professors, etc. before the final short list is issued. Review committees are to copy such entitlement letters to Pam Cole. It is not search committees’ job to check on this. Review committee are also to recommend on years of credit before offers go out. Review committee must look at teaching and service record of candidates not just scholarship record.

Search committee should talk to reference or have read letters of recommendation before candidates come to campus. The aim is not to bring unqualified candidates to campus.

**Research Accommodation**

The office of research has a two-bedroom apartment available for scholar in residence. If they have space, post-docs can also stay there.

**Summer enrollment**

Wait lists are available, and comparisons to last year (present enrollment vs last year final enrollment). Final enrollment will probably be higher than present enrollment.

Deans should try and reduce waitlists and encourage more students to register.

**Dual USG instruction**

If a full time KSU faculty wants to teach in another USG institution, presidential approval is need. There have been cases of KSU faculty ending up with an impossible teaching workload, as they are teaching in more than one USG entity. For part timers, chairs should ensure that total teaching load is not above 3, as otherwise USG must provide benefits.