

Faculty Senate Executive Committee Meeting: March 14th, 2022 (12:30- 1:30 PM)

Faculty Senate Meeting: March 21st, 2022 (12:30 PM – 1:45 PM)

**Faculty Senators in attendance**: Darina Lepadatu (Faculty Senate President, Sociology & Criminal Justice), Doug Moodie (Management & Entrepreneurship), Paula Guerra (Elementary Education), Daniel Ferreira (Environmental Science), Andrea Knowlton (Dance), 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), Diana Gregory (School of Art & Design), 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), James Gambrell (Inclusive Education), Sumit Chakravarty (Electrical Engineering), Mohammad Jonaidi (Civil and Environmental Engineering), Monique Logan (Technical Communication and Interactive Design), Mike Dishman (Educational Leadership), Susan Kirkpatrick Smith (Geography & Anthropology), Justin Pettigrew (Communication & Media), Estella Chan (Molecular & Cellular Biology)

**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, Anissa Vega, Monica Swahn, James Stincholm, Liang Zhao, Catherine Kaukinen, Andrew Payne, Christy Storey, Renee Butler, “Diana”, Karen McDowell, Chris Sharpe, Geza Kogler, Kelly Johnston, Akanmu Adebayo, Sheb True, Yulia Babenko, Sofia Prysmakova, Sumanth Yenduri,

*Note: I leave the language of the motions in the appendices to make the notes more readable.*

**Meeting started at 12:30**

**Agenda**

# Opening Remarks

Welcome – Darina Lepadatu

* Welcomes and congratulates President Schwaig as official president of KSU

**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 February 22 Minutes. (James Gambrell 12:30)
   1. **Approved on Voice Vote (apparently unanimous)**
2. Resolution on Following Written Policies at KSU (Heather Pincock 12:30-12:50)
   1. Addresses areas in which written policies at KSU (faculty handbook, academic affairs website, several college bylaws) mandate ranking candidates in searches. Previous motion from Faculty Senate recommending rankings was passed 42-1. Previously Faculty Senators pointed to section 11 where it requires ranking of candidates. Section 5 was discussed by Interim Provost Pulinkala where it states that the Dean has the power to choose either ranking *or* strengths/weaknesses. Pulinkala believes section 5 supercedes section 11. These policies are inconsistent. Yet, approved university, some college, and some *bylaws* require ranking. Pincock maintains bylaws should take precedence as they have been through the shared governance bodies and signed off by faculty and administrator alike. Taking clear (ranked) from faculty shows a positive working relationship between faculty and administration.
   2. **Pincock Notes on Motions:** I typed up my remarks for both resolutions today:

Reminder: Any Senator can propose an agenda item/submit a resolution for Senate’s consideration. If you wish to do that you need to contact Darina by April 4th, attend the FSEC meeting on April 11th to discuss your agenda item.  If you want assistance drafting a resolution/motion please contact me and I’ll be glad to help.

**Written Policy Resolution**

We had a lengthy discussion with Provost Pulinkala at the March 14 FSEC meeting about 2 questions:

1. Does written policy at KSU currently require ranking of finalists in at least some instances
2. What are the arguments for/against ranking of finalists in faculty searches

Regarding the 1st point about written policy, which is the main focus of today’s motion. Faculty Senate has been pointing to Section #11 in the Academic Affairs Faculty Hiring Guidelines (see language of the motion). On March 14 administration pointed us to Section #5 which states that in charging the committee a Dean chooses if they will provide strengths/weaknesses or a ranking.

5.vii: “Information on how to provide feedback about the finalists (for example, rank ordering or providing only strengths and weaknesses to the Dean);”

So, there is some inconsistency in the AA Guidelines document about whether or not ranking is required.

The motion we consider today also points out that some College and Department bylaws clearly state that finalists are ranked.

Let me share some examples from my College RCHSS:

RCHSS Bylaws (signed by Dean and Provost in 2019):

Dean Search  
“Once the finalists' campus interviews have concluded, separate nonbinding votes by faculty and staff on their ranking of finalists will be held; the results of these votes will be announced in the college and shared with the search committee.”

Department Chair

“The search committee chair shall present the search committees recommendations (i.e., rankings) to the department via a secured website or in a called or regularly scheduled program meeting. Department faculty members shall vote to affirm or reject the search committee's recommendation in a timely fashion. The search committee shall consider input and reconsider or affirm their ranking.”

SCMPD Bylaws, (signed by Dean and Provost in 2017)

Faculty Search Procedures

“Search committees review and rank faculty applications, develop a short-list of candidates, check references, conduct interviews, rank the candidates, and recommend a course of action to the CHSS Dean.”

The motion we consider today is pointing out that 1) the Academic Affairs guidelines are internally inconsistent and 2) If a Dean and Provost have signed College or Department bylaws requiring ranking then they have **committed in writing** to rankings (in other words, they have waived the choice offered to them in Section #5 of the Academic Affairs Guidelines):

In addressing the CDA on March 16 (according to our liaison notes on p. 7 of our agenda for today), Provost Pulinkala has stated that nobody is being asked to violate their bylaws but that Section #5 of the Hiring Guidelines supersedes college and department bylaws that are in conflict.

I respectfully disagree with the Provost’s interpretation. The Academic Affairs Hiring Guidelines are not part of the University or Faculty Handbook and thus Bylaws have greater authority. Bylaws have been voted on by the faculty and signed by the Dean and the Provost. Bylaws must be followed until such time that they have been revised through an appropriate shared governance process.

If you agree, please support the motion today.

2) Regarding 2nd point about relative merits for/against ranking. The Faculty Senate has expressed a clear preference for ranking AND for being able to deem finalists unacceptable and leave them unranked.

In our discussions with administration about why they oppose this practice they have assured us that they can tell the rank order of our preferences from our strengths and weaknesses statements.

This begs the question why not accept a ranking then if the information is equivalent? Administration has responded that there is a psychological difference and a greater expectation of having our recommendation followed when it is put in the form of a ranking.

I humbly submit to our administrators that having the final authority to make decisions requires courage to accept the consequences of those decisions. Sometimes the consequence is having stakeholders upset with you. If you are confident in the superiority of your judgment, this is a consequence you should be willing to accept.

Further, in an environment where administrators have established trust and routinely take stakeholder feedback seriously in their decision making, the consequences of not doing so in specific cases are much less severe.

In my view, we are having this disagreement because we do not currently have much trust established between faculty and administration. One way to help build our trust is to take our clear and strongly expressed preference for ranking seriously and accept it.

Senators, if you agree, please support the motion.

* 1. Jeff Yunek (Music): There has been near unanimous support for this in the past. Faculty overwhelmingly dislike it and it has no clear benefit to NOT ranking candidates. Faculty are aware that legal issues, negotiations, etc. may result with hiring administrator choosing an alternate candidate and that those reasons may not be able to be communicated to faculty.
  2. Susan Smith (Geography): Following existing written guidelines is important.
  3. Stephen Collins (Political Science & International Affairs): Search committee must be allowed to remove a finalist, as well. This last part of the motions is important.
  4. Humayun Zafar (Information Systems and Security): Is this just a KSU thing or a USG thing? Lepadatu: Unknown.
  5. Bill Griffiths (Mathematics): Is there any opposition to this? If we are all speaking ion favor, maybe we should vote.
  6. Geza Kogler (? ): Came from Georgia Tech and they always had rankings in his experience.
  7. **Motion Passes 35-1**

1. Resolution Defending Academic Freedom to Teach about Race, Gender, Justice and Critical Race Theory (Heather Pincock 12:50-1:10)
   1. Motion was tabled from last month.
   2. Lepadatu: Current bills removed higher education.
   3. Pincock: Resoution was developed from template from African American Policy Association and AAUP (passed in at least 12 states). We spoke last time of SB 377 which formerly included higher education, but higher education was eliminate. HB 1084 includes a carveout for AP/IB?concurrent enrollment. Legislators carved that out because AP organization has stated they will not accept college credit from states that have these types of bills. Important to support because Higher Education could be added back. As could future legislation.
   4. **Pincock Notes on Academic Freedom Resolution**

Two bills focused on K-12 remain alive after crossover day (HB 1084 passed in the House, SB 377 passed in the Senate).

There is one caveat about the focus being on K-12 only. HB 1084 includes a carve out for AP/IB/dual enrolled courses. AP has said it will not approve any course in a state that passes a bill and the carve out is intended to protect AP/IB/dual enrolled courses from the language of the bill. SB 377 in its current form does not include this carve out so it does still target a portion of higher ed. While it is likely that the final legislation if passed, will reconcile in a way that includes the carve out,

The resolution is still important to support because:

1. It is still possible for higher education to be added back via the amendment process and it is possible for the legislature to consider proposed legislation that includes higher education in a future session.
2. The resolution seeks to express solidarity with our higher education colleagues in other states where these bills/laws include higher education.
3. The resolution seeks to express solidarity with our K-12 colleagues.
   1. Daniel Ferreira (Environmental Science): Got 3 responses in support and 1 who expressed concern in TX and then the Lieutenant Governor somewhat declared war on Higher Education.
   2. David Bray (Economics): I am not familiar with the term Gender Justice. Does this apply to any discipline and all colleges? Are all professors allowed to teach CRT, gender justice, etc. Pincock: Nobody would be required. If it applies to the objectives of the course and your expertise, then yes, you would be allowed to incorporate CRT, etc..
   3. Dabae Lee (School of Instructional Technology and Innovation): 3 votes yes, 1 comment from department stated: “I agree with the overall premise of the motion. My only concern is that academic freedom is not mentioned enough, specific in the first resolution near the end with the text "will stand firm against encroachment on faculty authority"... it seems like it should be "faculty and authority and academic freedom".
   4. Pincock: I would accept that as a friendly amendment. Friendly amendment seconded. “**BE IT FURTHER RESOLVED** that Senate calls upon Interim President Schwaig and Interim Provost Pulinkala to affirm that they reject any attempts by bodies external to the faculty to restrict or dictate university curriculum on any matter, including matters related to racial and social justice, and will stand firm against encroachment on faculty authority **and academic freedom** by the legislature or the Board of Regents. Amendment passes 38-1
   5. Zafar: Minor edit that Schwaig is no longer Interim.
   6. **Motion Passes 34-3**

**New Business**

1. Provost’s Taskforce on Course Evaluations. Elected reps: Darina Lepadatu, Stuart Napshin, Stephen Barrett, Lantz Holtzhower (Darina Lepadatu 1:10-1:12)
2. Call for nominations Committee on Academic Freedom (**please send nominations by March 20**; committee has 2 reps from Radow College already): (Darina Lepadatu 1:12-1:15)

Current Committee:

* Humayun Zafar (2021-2022). Volunteered to serve for another term
* Andy Pieper (2021-2023)
* Hans Skott-Myhre (2021-2024)
* James Gambrell (2021-2025)
* Rebecca Peterson (2021-2026)

1. Call for nominations for Student Leader Awards (Brian Garsh, Division of Student Affairs). If you are interested to serve, **please fill out the form by March 25**: <https://owllife.kennesaw.edu/submitter/form/step/1?Guid=eb3a787a-0467-4014-a329-93eb8f032120>). More info below. (Darina Lepadatu 1:15-1:17)
2. Faculty Senate Officers Elections. **Please send your nominations by April 11**. (Darina Lepadatu 1:17-1:20)
   1. President Todd Harper
   2. Vice-President/ President Elect
   3. Secretary
   4. One at Large Member Kennesaw Campus: Stephen Collins
   5. One at Large Member Marietta Campus: William Griffith

Faculty Senate Liaisons:

Staff Council

Student Government Association

Part-Time Faculty Council

Policy Process Council

Chairs and Directors Assembly

Deans Council

1. Informational Item: How Can We Support with the Humanitarian Crisis in Ukraine? (Sofia Prysmakova Rivera & Yulyia Babenko (1:20-1:30)
   1. Please see the resources below. Both faculty shared deeply moving issues happening in Ukraine. [I was listening intently, and found myself not typing because it was so compelling. I encourage colleagues to see informational items and suggestions in the aligned appendix below.
   2. Yuliya Babenko: It was a little disappointing not to see a statement from university administration about the humanitarian crisis. Some of our students have family in Ukraine.
   3. Sofia Prysmakova Rivera: Encourages scholarships and all faculty to see resources and suggestions in the informational appendix below.
2. Informational Item: Report from the CDA Assembly (Daniel Rogers)
   1. See written update below (we ran out of meeting time for this item).
3. Informational Item: Report from Deans’ Council (Doug Moodie)
   1. See written update below (we ran out of meeting time for this item).
4. Presidential Search Update (Darina Lepadatu 1:30- 1:35)
   1. To be clear, 9 semi-finalists were interviewed. 3 Finalists were recommended to USG. President Schwaig was not the “sole finalist” as per the USG statement.

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

* Student Success should not be a burden, but a shared team effort. We must be focused on it.
* We need a clearly articulated enrollment strategy.
* Focus on R2 research infrastructure.
* Focus on philanthropy, fundraising, scholarship.
* Focus on community and collaborating with external partners.
* The above are part of R2 Roadmap.
* Academic Freedom: This is one of the cornerstones of higher education in the U.S. But we must remember that we are a state institution and must follow policies and guidelines from state. Faculty Handbook largely follows AAUP statement. USG policies largely follow 1st Amendment “Marketplace of Ideas.” Must be relative to objective of courses. Should not punish students for sharing ideas. Academic Freedom pertains to Institution/Faculty/Students.

# Update from Interim Provost Ivan Pulinkala (1:40-1:45)

* Wants to clarify that he was not trying to change existing policy, but rather feels that section 5 of the faculty handbook supersedes the other policy. He respectfully disagrees with Dr. Pincock (and the vote of 97% of department representatives in Faculty Senate). He has assigned Darina Lepadatu and Pam Cole to align handbook to make sure that they do not contradict each other.
* PTR and Administrative review
* Workspace Innovations task force will administer a survey to seek faculty feedback about models of use of office space.

**Meeting Adjourned at 1:47.**

**Supplementing Documents:**

**2. Resolution on Following Written Policies at KSU (Heather Pincock)**

1. On January 24th the Faculty Senate passed the following resolution in a vote of 42-1:

“Whereas the document *Guidelines for Conducting Faculty Searches At Kennesaw State University (Including University and College Level Administrators)* states under section 11: Ranking of Candidates: ***Ranking of finalists****should correlate to values assigned during the interview process (examples: rubrics, prioritization of qualification components, and interaction with the search committee).* [emphasis added], We resolve that all faculty searches should be conducted according to the guidelines and provide a ranking of candidates. We further resolve that search committees be allowed to leave any finalist off the ranking list if they are deemed to be unacceptable for the position.”

This resolution draws attention to a written policy document on the KSU Academic Affairs website. Furthermore, the bylaws of some Colleges (e.g. RCHSS) and departments explicitly require ranking of finalists in faculty search procedures.

1. On February 21st, Interim Provost Pulinkala told the Senate during his update that the KSU administration considers the practice of ranking finalists in faculty searches “inappropriate”.

We resolve:

An administrator’s verbal statements to the Faculty Senate about the merits of a written policy do not constitute a formal policy change.

Faculty search committees shall continue to provide rankings of finalists to hiring administrators unless or until written policies have been revised through an appropriate shared governance process.

**3. Resolution: Defending Academic Freedom to Teach About Race and Gender Justice and Critical Race Theory**

[Template courtesy of the African American Policy Forum Truth Be Told Campaign: <https://www.aapf.org/truthbetold-call-to-action> ]

RATIONALE (*updated on March 14 2022*): While SB 377 previously included University System of GA, it [has now been amended](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.ajc.com%2Feducation%2Fsenate-drops-effort-to-control-race-discussions-in-college-classrooms%2FBKRYXMCSJJBOPGGMDGNEMW44AU%2F&data=04%7C01%7Chpincock%40kennesaw.edu%7Cd2b1bf590a0641a9305d08da0521f200%7C45f26ee5f134439ebc93e6c7e33d61c2%7C1%7C0%7C637827940763994787%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=pW5p65kaNJOpFlMZcLVSDeyWJKgESarP2w71JMxGy94%3D&reserved=0) and only address K-12. At least two bills focused on K-12 have will remain alive after crossover day (HB 1084 pass in the House, SB 377 passed in the Senate). SB 375 and HB 888 are still in committee.

The resolution is still important to consider because:

1. It is still possible for higher education to be added back via the amendment process and it is possible for the legislature to consider proposed legislation that includes higher education in a future session.
2. It seeks to express solidarity with our higher education colleagues in other states where these bills/laws include higher education.
3. It seeks to express solidarity with our K-12 colleagues.

**WHEREAS** state legislative proposals are being introduced across the United States that target academic discussions of racism and related issues in American history in schools, colleges and universities.

**WHEREAS** the Faculty Handbook (Section 2.1) affirms the importance of academic freedom to the proper functioning of universities, citing the American Association of University Professors’ [1940 statement of Principles on Academic Freedom and Tenure](https://www.aaup.org/report/1940-statement-principles-academic-freedom-and-tenure).

**WHEREAS** faculty have responsibility for the curriculum at their universities, as stated in Section 3 of the KSU University Handbook.

**WHEREAS** the term “divisive” is indeterminate, subjective, and chills the capacity of educators to explore a wide variety of topics based on subjective criteria that are inapposite from the goals of education and the development of essential critical thinking skills;

**WHEREAS** educating about systemic barriers to realizing a multiracial democracy based on race or gender should be understood as central to the active and engaged pursuit of knowledge in the 21st century to produce engaged and informed citizens;

**WHEREAS** educating about systemic barriers to realizing a multiracial democracy based on race or gender are necessary for maintaining degree program accreditation in fields such as education;

**WHEREAS** over seventy organizations, including the American Association of University Professors (AAUP) and the Association of American Colleges and Universities (AACU), issued the [Joint Statement on Legislative Efforts to Restrict Education about Racism and American History](https://www.aaup.org/news/joint-statement-efforts-restrict-education-about-racism#.YT6FBJ5Kgqw) (June 16, 2021) stating their “firm opposition to a spate of legislative proposals being introduced across the country that target academic lessons, presentations, and discussions of racism and related issues in American history in schools, colleges and universities . . . In higher education, under principles of academic freedom that have been widely endorsed, professors are entitled to freedom in the classroom in discussing their subject. Educators, not politicians, should make decisions about teaching and learning.”

**WHEREAS** the Kennesaw State University’s mission is “help students succeed through exploration, collaboration, and rigor, uniting a diverse spectrum of backgrounds and talents.”

**WHEREAS** the KSU Presidential Commission on Racial and Ethnic Diversity’s purpose is to “to shape appropriate plans, mechanisms, forums, and/or events for a continuing dialogue on issues of race and ethnicity on the KSU campus” and the KSU Presidential Task Force on Race affirms that “college campuses must address the issues of racial inequality” and that “KSU fully supports and values an inclusive, welcoming, and affirming community complete with visible and meaningful representations of diversity”.

**WHEREAS** ​in a nation that has for centuries struggled with issues of racial inequity and injustice, many students do not have adequate knowledge of BIPOC and LGBTQI history and the policies that contributed to inequities, Kennesaw State University has a responsibility and opportunity to help build equity and social justice.

RESOLUTION:

**THEREFORE BE IT RESOLVED** that Senate resolutely rejects any attempts by bodies external to the faculty to restrict or dictate university curriculum on any matter, including matters related to racial and social justice, and will stand firm against encroachment on faculty authority by the legislature or the Boards of Regents.

**BE IT FURTHER RESOLVED** that the Senate stands with our K-12 colleagues throughout the country who may be affected by this pernicious legislation when they seek to teach the truth in U.S. history and civics education.

**BE IT FURTHER RESOLVED** that Senate calls upon Interim President Schwaig and Interim Provost Pulinkala to affirm that they reject any attempts by bodies external to the faculty to restrict or dictate university curriculum on any matter, including matters related to racial and social justice, and will stand firm against encroachment on faculty authority by the legislature or the Board of Regents.

**BE IT FURTHER RESOLVED** that Senate affirms the [Joint Statement on Efforts to Restrict Education about Racism](https://www.aaup.org/news/joint-statement-efforts-restrict-education-about-racism#.YPnfOFNKg6g), authored by the AAUP, PEN America, the American Historical Association, and the Association of American Colleges & Universities, endorsed by over seventy organizations, and issued on June 16, 2021.

6. Hi Darina and Jaime,

I wanted to reach out to both of you as Chairs of the Staff and Faculty Senates because we are looking for KSU faculty and staff to help review nominations for the Division of Student Affairs Student Leader Awards!  If you could please share this information with your senates, it would be greatly appreciated, as we would love for KSU employees to observe and review the achievements of our students and student groups.  If any of your senators are interested in serving as a reviewer, please have them complete this [DSA Student Awards Reviewer Interest Form](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fowllife.kennesaw.edu%2Fsubmitter%2Fform%2Fstart%2F529730&data=04%7C01%7Cdlepadat%40kennesaw.edu%7C944eb5bd90844d54b3f708da05d67df8%7C45f26ee5f134439ebc93e6c7e33d61c2%7C1%7C0%7C637828716028622370%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=mA79V2pTffIk6Bhj82matLUGMVJ6AnuiUGE9RlkTPH4%3D&reserved=0) by Friday, March 25th at 12PM.  We will contact selected reviewers on March 25, 2022 with additional information.  Review of all nominations will occur the week of March 28th.  Please let me know if you have any questions!

Go Owls,

Brian Gars

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**8. Informational Item: How Can We Help with the Humanitarian Crisis in Ukraine? (Sofia Prysmakova Rivera & Yulyia Babenko)**

**What can KSU do?**

1. Provide a formal letter of support from the university or the KSU President expressing empathy to students and faculty impacted by the war in Ukraine. It is encouraging to know that your professional community sees you and recognizes your struggles.
2. Consider partnering with:
   1. Scholars at Risk <https://www.scholarsatrisk.org/>;
   2. The Power of International Education, IIE Network – Emergency Student Fund <https://www.iie.org/Programs/Emergency-Student-Fund>.
3. Secure funding for GRA positions for prospective graduate students from Ukraine.
4. Ask field-specific associations about the opportunity to create and fund a scholarship or fellowship to support prospective undergraduate students from Ukraine.
5. Consider inviting Ukrainian scholars for post-doctoral fellowships for funded research projects at KSU.
6. Consider the possibility to enroll students in online programs. They will have a chance to continue their studies.
7. If you have a student from Ukraine in your course, please check on them.
8. Consider providing financial support to existing students from KSU, that have been affected by war. It is also important to provide emotional support for existing students. Consider hosting a student for dinner or … for summer. Some might not have a home to return to (especially male students that could be drafted into the military) for summer break.
9. Create and promote a scholarship fund for students fleeing countries impacted by wars and political unrest. Include a link to the giving page on social media; organize the fundraising event.
10. Hold a scholarly webinar related to the current state of affairs in Ukraine and Europe; build awareness about cybersecurity and information war in Ukraine
11. Create a page with links to organizations that provide relief for Ukrainian refugees.
    1. Example from UCF <https://sciences.ucf.edu/sociology/ukraine/>
    2. <https://pledgeukraine.org>

**What can an individual do?**

1. Financial support <https://pledgeukraine.org>
   1. Many people recently turned from giving to large organizations to local volunteer groups or individuals. Both ways are extremely important.
   2. Look out for atypical ways to help: fund therapy sessions for children who witnessed war atrocities, support eco-parks, and zoos, support artists, etc. Remember that economy is stalled there, in some places people have limited ways of earning money.
2. Support petitions circulating around (offer refugee status for Ukrainians, boycott certain companies, etc.)
3. Increase student awareness about the situation in Ukraine and opportunities to help (social media, website)
4. Educate the community on why it is important to stop business with Russia and which companies have not done so yet. The up-to-date list of companies that still do business in Russia: <https://som.yale.edu/story/2022/over-400-companies-have-withdrawn-russia-some-remain>. Contact these companies and let them know your position.
5. The Year of Ukraine

**9. Informational Item: Faculty Senate Liaison Report: Daniel Rogers**

**Chairs and Directors Assembly (CDA)**

**March 16, 2022**

My notes/summary from the 3/16/22 CDA meeting appear below. These reflect my understanding of the meeting contents and discussion.

Respectfully Submitted,

Daniel Rogers, Faculty Senate Liaison to CDA

▪ \_Provost Update: (Ivan Pulinkala)

- The committee leading effort to revise administrative review have submitted a draft. The main recommendations have been for these to be 360-reviews that occur every five years; that they begin the 2nd year that someone is in the positions; and that for provosts, deans, and chairs the respondents included everyone who reports to them (rather than a representative sample). Discussion and questions ensued:

◦ \_The five-year cycle is BOR guidance intended to mirror PTR. Administrators still complete annual reviews.

◦ \_The 2nd year for individuals new to a position means review in the 2nd year.

◦ \_These should be developmental reviews, like with PTR, and not “gotcha” reviews. Any problems with an administrator should not wait 5 years to be addressed.

◦ \_Process will apply to every administrator, though this definition will need to be clarified.

◦ \_The 360-review will include input from peers and related administrators.

- The Provost described a Faculty Senate resolution that sought to ensure that search committees can (a) rank finalists at the end of the search process and (b) indicate whether finalists are acceptable or not. The Provost described his and the President’s concerns about these practices. He stated that search committees are not charged with the hiring decision and have much agency in the process, so their input should conclude with strengths/weaknesses and not labelling/ranking candidates. He stated that doing so reduces the shared governance in the decision, fails to recognize the other considerations the hiring manager must take into account, and risks having such information not be held confidential. Discussion and questions ensued:

◦ \_Search committees know they do not make the hiring decision and are providing information, so a ranking or acceptability label does not equate to making the decision. (The Provost responded that ranking creates an expectation that the hiring manager will comply, and preferences can be capture in strengths and weaknesses.)

◦ \_Some bylaws say ranking occurs or is allowed. This directive seems to contradict them. (The Provost responded that some bylaws are “squirrely” due to evolving over time. No one is asking you to violate your bylaws. University bylaws, Section 5.VII state that he hiring manager chooses whether search committee feedback is ranking or strengths/weaknesses. That language supersedes college and department bylaws that are in conflict.)

◦ \_If there are a few search committee members breaking confidentiality by revealing rankings or acceptable/unacceptable labels, then that should be pursued as a performance or HR issue and not by changing this policy. (The Provost agreed but noted that it is very difficult to identify individuals who break confidentiality of searches.)

**10. Informational Item: Notes on Deans meeting of the 17th March 2022 (Doug Moodie)**

1. Dr. Cara Ray, (Assistant Vice President for Student Affairs) wants student repose above 20% on NSEE Information Survey.
2. **Government Relations (Ms. Julia Ayers, Vice President)**

Please inform Government Relations when legislators visit campus for any reasons. Some faculty have invited them to address classes without informing GR. She also wants to talk at suitable college events. The final legislature day, Day 30, is on 4th April for proposed laws. Budget signed including pay raise for those employees the state funds (not others on soft money). Colleges should cover raises for those on soft money from their own budgets.

It is important that staff and faculty interact politically as individuals, not as members of KSU.

1. **Questions about FY23 Budget Creation (Michael Rothlisberger)**

He is working on next years budget proposals. They may push down adjunct and summer hiring decisions to Deans. The present system is leading to bad behavior by chairs. Chairs and deans may more support to handle doing this.

Deans need to give needs on new faculty lines, staff needs, and other money needs. They may not get what they need.

Waitlist reports for summer and fall being built.

1. **New Door Access Policy**

Public safety will not open doors during office hours. Departmental secretaries should do that. After hours, they may help. KSU is developing a cellphone-based door access method.

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1. **Staff Retention:**

See article in *The Chronicle of Higher Education* - “Right Now, Your Best Employees are Eyeing the Exits”. Staff retention is becoming critical. President and HR doing market studies on this. What re non-financial things that we can all do to retain best staff? KSU needs low cost actions to make staff and faculty feel better. Problem is often unconscious attitudes. For example, expecting staff to work a shard now as during Covid. Staff and faculty appreciation lunches help. Listen to staff suggestions and take them seriously.

Provost expects deans and chairs to meet with CFCs and DFCs monthly to gauge the pulse of colleges and departments. Also meet with staff councils. KSU’s exit interviews tell us feedback but without input. Staff need to see the value of the work they do; staff want to accomplish things.

Giving staff autonomy helps. Post Covid, make work less tressful. Also need to look at recruiting processes. Our processes are far too slow. Need a discussion on KSU’s work from home policies. There needs to be clarity on who does what.

1. **Process for Approval of Bylaws**

Needs to be a process for bylaws. They should go to Pam not Ivan. People need to look in faculty handbook before writing bylaws.

1. **Researcher-in-residence Housing**

There will be KSU housing for non-teaching visiting scholars in nearby apartments from 1st August.

1. Academic Affairs is working on systems; the search process is a disaster, wasting a lot of time, with many emails going back and forth.
2. **Publication Reports**

Watermark can produce college reports on publications, Existing process is not user friendly.

1. **CETL Faculty Fellow for Inclusive Excellence:**

The CETL Faculty Fellow for Inclusive Excellence (Race-Focused) is a mission-critical position to advance our university’s commitment to pedagogically sound discussions of race so that we can appropriately support all our students. This position emerged from the recommendations of a Presidential level Task Force led by the Division of Diversity and Inclusive Excellence. It is a priority for the university as it directly supports the new community pillar of our R2 Roadmap. The position will support campus dialogue ensuring all members of our community are valued. Please apply here:

[https://facultydevelopment.kennesaw.edu/scholarly-teaching/dei-fellow.php](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Ffacultydevelopment.kennesaw.edu%2Fscholarly-teaching%2Fdei-fellow.php&data=04%7C01%7Cdmoodie%40kennesaw.edu%7C54e674a0858e4364f03308da0778528f%7C45f26ee5f134439ebc93e6c7e33d61c2%7C1%7C0%7C637830511602853338%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=LymY4lZbiIpe%2BVygzn91T%2FICCB6uibAwUO%2FM5uSNVWo%3D&reserved=0)

**General**

1. There are 3 vacancies in Academic Affairs, with two internal searches and one external.

Deans must approve modality changes once courses are open to students, and the Provost once classes start.

1. All colleges must provide up to date roadmaps to include the community pillar, both internal and external. The first draft to Provost by 15th May, final version by 1st September. Colleges must involve CFCs and DFCs.
2. The week of 18th July will be leadership week.
3. Next budget cycle starts in August. The provost wants less emergency requests in spring.

Georgia State will do diagnostic on Student Success to give KSU a playbook.

1. The entrepreneurship joint program deadline is tomorrow.

◦ \_What if search committees are using ranking, or some types of scoring metrics, as part of their internal process? (The Provost said this is allowed. The focus is on committees not providing rankings at the final stage of communicating their recommendations to the hiring manager.)

◦ \_There was much discussion of the practice of restricting administrative hires to the rank of full professor in the context of administrative practice, faculty desires, and bylaws specificity

▪ \_Academic Affairs Update: (Pam Cole)

- A committee has been formed to investigate ways to improve course evaluation rates.

- An announcement is coming out soon about possible faculty workspace in the Academic Learning Building.

- A committee is investigating faculty office solutions. Their work just began so options are forthcoming.

▪ \_CETL Announcement: (Michele DiPietro)

- CETL has been advertising a position for Faculty Fellow for Inclusive Excellence. The deadline passed with no applicants, so the deadline has been extended to April 10. Faculty are encouraged to apply. Details are available at https://facultydevelopment.kennesaw.edu/scholarly-teaching/dei-fellow.php