

Faculty Senate Executive Committee Meeting: September 20th, 2021 (12:30 PM – 1:45 PM)

Faculty Senate Meeting: September 27th, 2021 (12:30 PM – 1:45 PM)

**Agenda**

# Opening Remarks

Welcome – Darina Lepadatu (Update on Presidential Search Committee 12:30- 12:35)

**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>

Update from Interim President Kat Schwaig (12:35—12:40 pm)

Update from Interim Provost Ivan Pulinkala (12:40- 12:45 pm)

# Old Business

1. Approval of Faculty Senate August 2021 Minutes. (12:45 James Gambrell)
2. Revision of Faculty Senate ByLaws. (12:45-1:05 Randy Stuart). 2nd reading

# New Business

1. Motion on COVID19 testing on the Marietta campus (1:05- 1:15 William Griffith)

Update on testing for Marietta (from COO Tricia Chastain):

Wellstar plans to start offering testing 1-3pm at the Marietta campus on Wednesdays and Fridays. In addition, they have identified 4 Urgent Cares nearby both campuses where our employees can get priority treatment for testing 8-10am daily. They just show their badge and are treated like a Wellstar employee.

1. Vote on modality for Spring 2022 Faculty Senate meetings (1:15-1:20 Darina Lepadatu). Face to face meetings alternating between the Kennesaw and Marietta campuses or Virtual meetings?
2. Vote on representative on the KSU Research Foundation Board (1:20-1:25 Darina Lepadatu)
   1. Nomination: Yusun Chang, Department of Robotics and Mechatronics Engineering, 2021 KSU Outstanding Research Award
3. Demand for Board of Regents to Permit Necessary Discourse and Study of its Proposed Changes to (1) Procedures for Dismissal of Faculty Members, (2) Institutions’ Authority to Grant Tenure, and (3) PostTenure Review and Annual Review Standards and Process (1:25-1:45 – Darina Lepadatu)
4. Informational: Report from Deans’ Council (Doug Moodie)

**Supporting Documents:**

1. **Revision of Faculty Senate ByLaws**

**Kennesaw State University Faculty Senate Bylaws**

**20thMarch, 2015**

PROPOSED CHANGES AUGUST 2021

Throughout the document changed:

“department” to “department or school’’

“chairs”/to “chairs or directors’

**Faculty Senate.** (advisory to the Provost/VPAA and the university President)

Moved highlighted to:

**The KSU Faculty Senate** is advisory to the Provost and Vice President of Academic Affairs and the University President.

**1. Membership of the Faculty Senate**

Section a deleted:

—i.e., lecturer, senior lecturer, instructor, assistant professor, associate professor, and

professor or duly certified librarian-

Changed last “stand alone” paragraph to part d. of this section. Changed last sentence in this section:

**FROM:**

or the administrator designated by the university President.

**TO:**

or their designated representative.

**2. Faculty Senate Agenda**

This section was one paragraph now three sections for clarity.

The Faculty Senate convenes during the fall and spring terms.

Section a:

Faculty members who have an item that they would like to be considered in a Faculty Senate meeting should contact their Senator. Their Senator will then submit the item to the Faculty Senate Executive Committee to be considered as a potential item for the Faculty Senate agenda **(ADDED):in accordance with the schedule and timeline provided on the Faculty Senate website.**

Section b:

Any member of the University community who is not represented by a Senator should contact the President of Faculty Senate (**DELETED** :**or other members of the Faculty Senate Executive Committee)** with proposals to be considered for the Faculty Senate’s agenda. **(ADDED): Requests for agenda items must adhere to the schedule provided on the Faculty Senate website.**

Following sentence deleted:

**A majority of senate representatives may also add an item to the Faculty Senate agenda.**

Section c:

The Faculty Senate Executive Committee serves on behalf of the Faculty Senate during the summer term when Senators are not expected to conduct business. The Faculty Senate President will provide monthly updates on any Senate business, which should be minimal due to decreased faculty representation and engagement during the summer term.

1. **Faculty Senate Officers and Membership of the Faculty Senate Executive Committee**

End first paragraph added: following Officers:

Added Parliamentarian to list of FSEC officers

Section I

1. Faculty Senate Past-President-added description/duties
2. Faculty Senate President
3. **DELETED:**

The Faculty Senate President serves a one-year term without regard to the length of time remaining in his or her original term of office as a department representative.

**REPLACED WITH:**

1. The Faculty Senate President shall be a Senator elected by their department or school during the year in which they serve as President.

From the current section ii deleted:

No later than the last meeting of the Senate in the spring semester, the Faculty Senate shall elect a Faculty Senate President by a majority vote in the event the President-elect is unable to serve.

In the event a member of the FSEC is unable to serve, the

Faculty Senate president or FSEC will appoint a Senator to fill the

vacancy.

From the current section v deleted:

The Faculty Senate President also provides a general

summary of Faculty Senate meetings to the faculty at large no later than 20 days following each Faculty Senate meeting.

Replaced with section 3.a.vii

Revised version section v added:

and creates, curates, and disseminates Faculty Senate meeting materials.

Revised version added sections vi; vii and viii

1. Faculty Senate Vice President/President-Elect

Deleted from section i:

No later than the last meeting of the Faculty Senate in the spring semester, a Faculty Senate Vice President/President-elect shall be elected from among current Senators.

From current section ii:

The Senator elected to become the Faculty Senate Vice

President/President-elect shall complete the three-year term provided for this office without regard to the length of time remaining in the Senator’s original term of office as a department representative.

ToRevised version added section i

The candidate for Vice President/President-Elect must have two years remaining in their term as a Senator and/or be willing to run for election for an additional, consecutive term in order to meet the required Senate membership status of the President of the Faculty Senate.

1. Faculty Senate Secretary

Deleted first section

Deleted: The Secretary is also responsible for posting the minutes to the

Faculty Senate website.

e. At Large Members-section rewritten for clarity and conciseness.

f. Parliamentarian-section added

**4. Liaisons of the Faculty Senate**

Listings reordered

Section i deleted from all liaison descriptions and replaced with Section II

**5. Faculty Senate** **Rules of Order**

Statement on Parliamentarian moved to FS Officer’s Description Section f.

**6. Voting in the Faculty Senate**

Section rewritten for clarity and conciseness.

**7. Amending the Faculty Senate Bylaws**

Section b rewritten for clarity and conciseness.

**Kennesaw State University Faculty Senate Bylaws**

30th of August, 2021

**The KSU Faculty Senate** is advisory to the Provost and Vice President of Academic Affairs and the University President. The primary functions of the Faculty Senate are to facilitate faculty participation in the review and establishment of university policies for the benefit and welfare of the institution, to inquire into any matters that have implications for the academic development and administrative functioning of the University and to make recommendations concerning such matters, and to be a channel of communications between and among the Faculty and the University President, the Provost and Vice President of Academic Affairs, and other persons and bodies.

1. **Membership of the Faculty Senate**

The composition of the Faculty Senate is determined as follows:

* 1. Senators will serve a three-year term. During each spring semester, or as needed if vacancies arise, each instructional department or school elects one Senator who is a member of the corps of instruction who does not have ex officio faculty status as a result of an appointment to an administrative office, (see KSU Faculty Handbook Section 1.1 and BoR Policy Manual, §3.2.1.3). No faculty member who has accepted an administrative appointment that requires 50% or more administrative duties may serve as a department or school’s Senator.
  2. Eligibility to participate in elections of the department or school’s Senator is restricted to

the full-time tenure-track and non-tenure-track of the department or school, excluding the department chair or school director and other administrative faculty.

* 1. The department or school’s Senator is elected for a three-year, renewable term. Terms of service on the Faculty Senate begin the fall semester after election and end in the spring semester of the term’s third year.
  2. Changes to rules for membership of the Faculty Senate are determined by the Faculty Senate. The membership may be altered by the Senate’s elected membership in consultation with the University President or their designated representative.

1. **Faculty Senate Agenda**

The Faculty Senate convenes during the fall and spring terms. The Faculty Senate Executive Committee determines the agenda of the Faculty Senate. The Faculty Senate President may add items to the agenda, as necessary, as a matter of discretion.

* 1. Faculty members who have an item that they would like to be considered in a Faculty Senate meeting should contact their Senator. Their Senator will then submit the item to the Faculty Senate Executive Committee to be considered as a potential item for the Faculty Senate agenda in accordance with the schedule and timeline provided on the Faculty Senate website.
  2. Any member of the University community who is not represented by a Senator should contact the President of Faculty Senate with proposals to be considered for the Faculty Senate’s agenda. Requests for agenda items must adhere to the schedule provided on the Faculty Senate website.
  3. The Faculty Senate Executive Committee serves on behalf of the Faculty Senate during the summer term when Senators are not expected to conduct business. The Faculty Senate President will provide monthly updates on any Senate business, which should be minimal due to decreased faculty representation and engagement during the summer term.

1. **Faculty Senate Officers and Membership of the Faculty Senate Executive Committee**

The Faculty Senate Executive Committee (FSEC) sets the agenda for the Faculty Senate

meetings and serves as the Faculty Senate itself when Senators are not in service, such as

during summer terms or during campus closures or during an emergency. All Faculty

Senate Officers must be a member of the teaching faculty who does not have ex officio

status as an administrator. The Faculty Senate Executive Committee is comprised of the following Officers:

* Past-President
* President
* Vice President/President-Elect
* Secretary
* One At-Large member representing the Marietta Campus
* One At-Large member representing the Kennesaw Campus
* Parliamentarian

1. Faculty Senate Executive Committee Officer Descriptions
2. Faculty Senate Past-President  
   1. The immediate Past-President shall serve a one-year on the Faculty Senate and the Faculty Senate Executive Committee. They may complete their term as Past-President without regard to the length of time remaining in their original term as a Senator. On occasion, the current Faculty Senate President may, at their discretion, solicit non-binding guidance from any Past-President and/or convene the Past-Presidents on matters related to the Faculty Senate.
3. Faculty Senate President
4. The Faculty Senate Vice President/President-Elect becomes the Faculty Senate President beginning immediately upon the election of a new Faculty Senate Vice President/President-Elect.
5. The Faculty Senate President shall be a Senator elected by their department or school during the year in which they serve as President.
6. In the event the Faculty Senate President is unable to serve during the term for this office, the President-Elect will finish the term and complete the next one-year term as Faculty Senate President. In the event both the Faculty Senate President and the President-Elect are unable to serve, then the remaining members of the FSEC will appoint an interim Faculty Senate President from among their rank and immediately call for new elections among current Senators to complete the vacant terms of office.
7. The Faculty Senate President shall be the presiding officer of the Senate. In the President’s absence, the Vice President/President-Elect shall preside.
8. The Faculty Senate President chairs the Faculty Senate Executive Committee and creates, curates, and disseminates Faculty Senate meeting materials.
9. The Faculty Senate President prepares the Senate’s annual report, which is submitted to the University and the University President on or about July 1 of each year.
10. The Faculty Senate President ensures meeting minutes are provided to Senators no later than two weeks following each Faculty Senate meeting and that approved minutes are available via to the Faculty Senate website.
11. The Faculty Senate President has primary responsibility for updating the Faculty Senate website and distribution lists.
12. The Faculty Senate President sets the dates and times of the Faculty Senate and FSEC meetings. The Faculty Senate President may call a special meeting of the Faculty Senate Executive Committee and/or a special Faculty Senate meeting.
13. Faculty Senate Vice President/President-Elect
14. The Faculty Senate Vice President/President-Elect shall serve a three-year term: one year as the Faculty Senate Vice President/President-Elect and then one year as the Faculty Senate President, and one year as Past President. The candidate for Vice President/President-Elect must have two years remaining in their term as a Senator and/or be willing to run for election for an additional, consecutive term in order to meet the required Senate membership status of the President of the Faculty Senate.
15. In the absence of the Faculty Senate President, the Faculty Senate Vice President/President-Elect shall assume the duties of the presiding officer.
16. The Faculty Senate Vice President/President-Elect shall maintain the official membership list of the Faculty Senate and the various standing committees, including ad hoc and permanent committees, assigned to the Faculty Senate.
17. The Faculty Senate Vice President/President-Elect shall ensure the most recent annual reports of standings committees are posted on the Faculty Senate website by July 1st each year.
18. The Faculty Senate Vice President/President-Elect assists the Faculty Senate President in maintaining the Faculty Senate website as needed.
19. The Faculty Senate Vice President/President-Elect chairs the Committee on Committees and assists in filling vacancies on standing committees.
20. Faculty Senate Secretary
21. The Faculty Senate Secretary shall serve a one-year term beginning immediately upon election.
22. The Faculty Senate Secretary takes and distributes the unapproved minutes of Faculty Senate meetings within two weeks of each meeting. Absences should be highlighted and listed prominently in each set of minutes.
23. At-Large Members Representing the Kennesaw Campus (1) and the Marietta Campus (1)
24. The Faculty Senate at large members shall serve a one-year term beginning immediately upon election.
25. The Faculty Senate at-large Members will assume ad hoc responsibilities.
26. Parliamentarian
27. The Faculty Senate Parliamentarian shall serve a one-year term beginning immediately upon election.
28. The Parliamentarian advises on procedure and the use of Roberts Rules, as well as offering procedural rulings, during meetings of the Faculty Senate and the Executive Council.
29. Election of Faculty Senate Officers
    1. No later than the last meeting of the Faculty Senate in the spring semester, Faculty Senate Officers shall be elected from among the current Senators.
    2. In the event an elected Officer of the FSEC is unable to serve at any point during their term, the Faculty Senate President in consultation with the FSEC will appoint a Senator to fill the vacancy for the remainder of the position’s term.
30. **Liaisons of the Faculty Senate**
31. Faculty Senate Liaison Descriptions
32. Faculty Senate Liaison to University System of Georgia Faculty Council
33. The Faculty Senate Liaison to the University System of Georgia Faculty Council shall attend meetings of the University System of Georgia Faculty Council and communicate regular reports to the Faculty Senate Secretary on the activities of that body for inclusion in the minutes of Faculty Senate meetings.
34. The Faculty Senate Liaison to University System of Georgia Faculty Council shall participate in University System of Georgia Faculty Council meetings as the representative of the University’s vote in that body.
35. The University Faculty’s vote in University System of Georgia Faculty Council shall be cast according to the advice of the Faculty Senate Executive Committee.
36. Faculty Senate Liaison to the Part-Time Faculty Council
37. The Faculty Senate Liaison to Part-Time Faculty Council shall attend meetings of the Part-Time Faculty Council and communicate regular reports to the Faculty Senate Secretary on the activities of that body for inclusion in the minutes of Faculty Senate meetings.
38. The Faculty Senate Liaison to Part-Time Faculty Council shall participate in the Part-Time Faculty Council meetings as an ex officio member.
39. Faculty Senate Liaison to the Student Government Association
    1. The Faculty Senate Liaison to Student Government Association shall attend meetings of the Student Government Association and communicate regular reports to the Faculty Senate Secretary on the activities of that body for inclusion in the minutes of Faculty Senate meetings.
    2. The Faculty Senate Liaison to Student Government Association shall participate in Student Government Association meetings as an ex officio member.
40. Faculty Senate Liaison to the Chairs and Directors Assembly
    1. The Faculty Senate Liaison to the Chairs and Directors Assembly shall attend meetings of the Chairs & Directors Assembly and communicate regular reports to the Faculty Senate Secretary on the activities of that body for inclusion in the minutes of the Faculty Senate meetings.
    2. The Faculty Senate Liaison to the Chairs and Directors Assembly shall participate in the Chairs and Directors Assembly as an ex officio member.
    3. The Faculty Senate Liaison to the Chairs and Directors Assembly shall provide the chair of the Chairs and Directors Assembly a copy of the Faculty Senate Agenda as soon as it is available to ensure the members of the Chairs and Directors Assembly are informed of the activities of the Faculty Senate.
41. Faculty Senate Liaison to the Deans Council
    1. The Faculty Senate Liaison to the Deans Council shall attend meetings of the Deans Council and communicate regular reports to the Faculty Senate Secretary on the activities of that body for inclusion in the minutes of the Faculty Senate meetings.
    2. The Faculty Senate Liaison to the Deans Council shall participate in the Deans Council as an ex officio member.
    3. The Faculty Senate Liaison to the Deans Council shall provide the chair of the Deans Council a copy of the Faculty Senate Agenda as soon as it is available to ensure the members of the Deans Council are informed of the activities of the Faculty Senate.
42. Faculty Senate Liaison to the Staff Council
    1. The Faculty Senate Liaison to Staff Council shall attend meetings of the Staff Council and communicate regular reports to the Faculty Senate Secretary on the activities of that body for inclusion in the minutes of Faculty Senate meetings.
    2. The Faculty Senate Liaison to Staff Council shall participate in Staff Council meetings as an ex officio member.
43. Faculty Senate Liaison to the Policy Process Council
    1. The Faculty Senate Liaison to the Policy Process Council shall attend meetings of the Policy Process Council and communicate regular reports to the Faculty Senate Secretary on the activities of that body for inclusion in the minutes of Faculty Senate meetings.
    2. The Faculty Senate Liaison to the Policy Process Council shall participate in the Policy Process Council meetings as an ex officio member.
44. Election of Faculty Senate Liaisons
    1. During the first meeting of the Faculty Senate in the fall semester, Faculty Senate Liaisons shall be elected from among the current Senators.
    2. In the event an elected Faculty Senate Liaison is unable to serve at any point during their term, the Faculty Senate President in consultation with the FSEC will appoint a Senator to fill the vacancy for the remainder of the position’s term.
45. **Faculty Senate Rules of Order**

Robert’s Rules of Order shall govern the Faculty Senate meetings. The Faculty Senate

may create bylaws that supersede Robert’s Rules of Order in accordance with the Kennesaw State University Handbook. A quorum is defined as 50% of elected Senators must be in attendance. Senators are expected to make every effort to attend meetings to provide adequate

representation for their constituents. Absences will be recorded and highlighted in the

distribution of the minutes.

The Faculty Senate President may allow and preside over informal discussions on the

floor pertinent to the imminent offering of formal motions. Speakers must first be

recognized by the Faculty Senate President. Upon recognition, the speaker should

identify themself by name and the constituency they represent.

1. **Voting in the Faculty Senate**

Only Senators may vote in the Faculty Senate. Senators may appoint a proxy in the event they are unable to attend a meeting. The Senator should notify the Faculty Senate President of the proxy prior to the meeting.

1. **Amending the Faculty Senate Bylaws**
   1. Proposed amendments to the Faculty Senate Bylaws must be submitted in writing to the President of the Faculty Senate and must be included on the agenda of at least two Faculty Senate meetings prior to a vote.
   2. Proposed amendments must be approved by a two-thirds vote of Senators present to gain approval.
2. **Motion on Faculty Coronavirus Testing Availability**

The Faculty Senate of Kennesaw State University recommends that COVID-19 testing be available to faculty on **both of our main campuses in Kennesaw and Marietta**. We understand that resources are thin and such testing may have been underutilized in the past. Nevertheless, it is our recommendation that testing be available on campus to any faculty member teaching face-to-face classes on that campus. It is further recommended that rapid testing be implemented as an option for all same faculty.

**6. Demand for Board of Regents to Permit Necessary Discourse and Study of its Proposed Changes to (1) Procedures for Dismissal of Faculty Members, (2) Institutions’ Authority to Grant Tenure, and (3) Post Tenure Review and Annual Review Standards and Process**

**WHEREAS** at the September 9, 2021, meeting, the Board of Regents proposed new policies for adoption during the October 12-13, 2021, meeting that substantially alter (1) the procedures for the discipline and dismissal of faculty members (8.3.9), (2) the authority of institutions to grant tenure (8.3.7.1), and

(3) the standards and process for post tenure review and annual evaluations (8.3.5.1, 8.3.5.4, 8.3.6,

8.3.6.1, 8.3.7.1, and 8.3.7.3);

**WHEREAS** these proposed changes to the Board of Regents Policy Manual dramatically impact faculty conditions of employment;

**WHEREAS** these proposed changes have not been widely circulated to impacted faculty, and impacted faculty have not been given adequate opportunity to comment upon these proposed changes;

**WHEREAS** the USG faculty council, whose mission is to “to promote and foster the welfare of system faculty through the combined creativity and expertise of faculty representatives from system institutions” is not scheduled to meet until after the October 12-13, 2021, Board of Regents meeting;

**WHEREAS** the USG faculty council must have an opportunity, on behalf of the system institutions’ faculty, to consider and comment upon the proposed changes; and now, therefore,

**BE IT RESOLVED** the faculty demand that the Board of Regents table further action on these proposed changes so that impacted faculty and the USG faculty council may consider and comment upon these proposals.

# Faculty Objection to Changes to Institutions’ Authority to Grant Tenure

**WHEREAS** the Board of Regents’ agenda dated September 9, 2021, proposed the adoption of new language for Board of Regents Policy Manual 8.3.7.1 at the next Board of Regents’ meeting on October 12-13, 2021;

**WHEREAS** the proposed language for Board of Regents Policy Manual 8.3.7.1 would alter an institution’s authority to grant tenure, and specifically states, “While the Board of Regents has delegated authority for tenure decisions to institution presidents, if an institution is adjudged to be insufficiently rigorous in its enactment of faculty review processes the Board of Regents may move the authority to award tenure to the Board level until institutional processes have been remediated.”;

**WHEREAS** the proposed language inappropriately interferes with an institution’s, its president’s, and its faculty’s ability and expertise to evaluate and promote their faculty;

**WHEREAS** removal of an institution’s authority, through its President, to grant tenure creates the potential for the appearance of political interference at USG institutions, which would endanger institutional accreditation; and now, therefore,

**BE IT RESOLVED** the faculty strenuously object to the proposed language in 8.3.7.1 and any removal of an institution’s authority to grant tenure.

**Faculty Objection to Changes to Procedures for Dismissal and Removal of Faculty Members**

**WHEREAS** the Board of Regents’ agenda dated September 9, 2021, proposed the adoption of new language for Board of Regents Policy Manual 8.3.9 at the next Board of Regents’ meeting on October 1213, 2021;

**WHEREAS** the proposed language for Board of Regents Policy Manual 8.3.9 would alter the procedures for the dismissal and removal of faculty members, and specifically states “Such removals for cause shall be governed by the following policies on Grounds for Removal and Procedures for Dismissal. A faculty member may also be separated from employment prior to the end of the contract term other than for cause as outlined here, pursuant to other policies of the Board of Regents. Such other policies shall not be governed by or subject to the following policies on Grounds for Removal and Procedures for Dismissal”;

**WHEREAS** said language dramatically departs from prior standards and process governing employment within the USG system, including existing provisions in Board of Regents Policy Manual 8.3.9.2;

**WHEREAS** said language removes longstanding procedural processes for dismissing faculty and thereby imperils the stability of USG institutions’ faculty workforce; and now, therefore,

**BE IT RESOLVED** the faculty strenuously object to the proposed language for 8.3.9 because it empowers separation from employment within a contract period without process and procedures as required by

8.3.9.2

# Faculty Objection to Changes to Post Tenure Review and Annual Review Standards and Process

**WHEREAS** the Board of Regents’ agenda dated September 9, 2021, proposed the adoption of new language for Board of Regents Policy Manual 8.3.5.1, 8.3.5.4, 8.3.6, 8.3.6.1, 8.3.7.1, and 8.3.7.3 at the next Board of Regents’ meeting on October 12-13, 2021;

**WHEREAS** the University System of Georgia (USG) created a taskforce to review post tenure review policies, and the composition of the taskforce did not reflect or represent the diversity of institutions within the system, which vary in size, emphasis on undergraduate instruction, inclusion of graduate instruction, and research mission;

**WHEREAS** the proposed changes to 8.3.5.1, 8.3.5.4, 8.3.6, 8.3.6.1, 8.3.7.1, and 8.3.7.3 do not suit all institutions within the system equally, as they proscribe a single approach for the faculty of institutions that vary in size, instructional mission, and research activities;

**WHEREAS** system-wide standards for post tenure review and annual reviews must allow each institution the ability to tailor a process that honors its own unique mission and strategic priorities;

**WHEREAS** system-wide standards for post tenure review and annual reviews must allow each institution to develop timelines for corrective action that are appropriate for the institution and its faculty;

**WHEREAS** the purpose of post tenure review is to be a constructive and developmental process that facilitates faculty improvement;

**WHEREAS** a negative and punitive review process can poison the relationship between faculty and administration and create a demoralizing climate for faculty;

**WHEREAS** annual and post tenure reviews must respect faculty members’ academic freedom to make instructional choices and foster freedom of inquiry to its fullest extent;

**WHEREAS** the proposed changes adopt a new category of faculty evaluation, student success activities, that is a departure from longstanding three-pronged approach to faculty evaluation of instruction, research, and service;

**WHEREAS** the inclusion of a new evaluation category of student success measures needs significant study prior to adoption; such study must include interrogation the appropriateness for inclusion as a measure of evaluation for individual faculty members as well as any best practices for inclusion, if appropriate;

**WHEREAS** impacted faculty have not had adequate opportunity to comment on the taskforce report nor the proposed changes, which replace the entirety of 8.3.5.4; and now, therefore

**BE IT RESOLVED** the faculty object to the proposed language of 8.3.5.1, 8.3.5.4, 8.3.6, 8.3.6.1, 8.3.7.1, and 8.3.7.3 as written because the proposed language impedes academic freedom of inquiry, does not adequately consider the institution’s instructional and research missions, and does not foster a constructive and developmental review process; and

**BE IT RESOLVED** the faculty request additional study and comment be collected on post tenure review and annual review standards and process, prior to the adoption of any new language.

**8. *Report on Deans Council 16th September 2021***

1. **QEP**

CETL reported on QEP progress. They stated they had set up processes but more had to be done. Opportunities had gone up 30%, but students only 13%. Measured quality had declined. There were huge variations between colleges. They suggested all QEP HIP items such as internships, undergraduate research, study abroad, service learning, etc. should have reflections built in during HIP activity to meet SACSSOC standards. Also very few faculty were involved in the QEP. They also have to give a report to SACSSOC within 3 years. Thus, it is important that this improves. They wanted to do a marketing campaign to get students to do QEP activities. The deans did not agree. They thought faculty have to do the work, and few faculty knew anything about QEP requirements. The provost asked that all deans produce a plan for QEP in their college by the end of October.

1. The deans chose KSU’s Regents Awards candidates.
2. There are two PhD proposals due to go to USG; one from computer science and one from Sciences. USG want a forecast for future new programs for future years. The may be a masters in FinTech. There is still a limit of 4 proposals.
3. P&T reviews deadline are absolute and KSU cannot extend these deadlines. There are some unfortunate cases where faculty got terminal contracts because they were tardy submitting.
4. The provost and president are supporting more leadership development for chairs and directors.
5. Ron Matson is back full time and he is hoping to run his annual faculty trip to Germany next year.
6. There are five dean and academic VP searches going on at present.