**Minutes to the Faculty Senate Meeting, Monday, May 3, 2021**

**Senators Present: Daniel Ferreira, Jeff Yunek, Daniel Rogers, William Griffiths, Douglas Moodie, Giovanni Loreto, Austin Brown, Mary Beth Maguire, Irene Searles McClatchey, Heather Pincock, Michael Van Dyke, Andrea Knowlton, Ann Mills, Lei Li, Mohammad Jonaidi, Paul McDaniel, Diana Gregory, Laura Tis, Jennifer Dickey, Snehal Shirke, Stephen Collins, Joanne Lee, Cristen Dutcher, Sanjuana Rodriquez, Darby Lantz Holtzhower, Giovanni Loreto, Chris Sharpe, David Buckman, Hassan Pournaghshband, Noah McLaughlin, Randy Stuart, Darina Lepadatu, Walter Thain, Jim Davis, Lin Li, Ken Hoganson, James Gambrell, Sara Giordano, Peter St. Pierre, Ying Yang, Abhra Roy, Estella Chen, Jillian Ford,**

**Guests: Phaedra Corso, Paul Parker, Aaron D. Howell, Harrison Long, Sylvia Carey-Butler, Shane Peterson, Tim Blumentritt, Sheb True, Karen McDonnell, Jeff Delaney, Kevin Gwaltney, Ron Matson, Eric Arneson, Nwakaego Nkumeh, Amy Buddie, Christie Storey, Andrew Phillip Payne, Theirry Leger**

**Old Business**

Paul Parker’s Corner

1. State Legislative Requirements Proposal
   1. Proposal passed on voice vote
2. Minor Requirements Proposal
   1. Proposal passed on voice vote.

ARD – Ron Matson, Senior Vice-Provost

Dr. Matson updated the senate on a proposal to shift Annual Reviews from a 3 point to a 5 point rubric. Because of the response from several faculty, the committee is delaying the motion so that Ron can get more input. The floor was then opened for discussion.

1. One senator asked what will happen to the committee when Dr. Matson has left, should the committee continue working until Dr. Matson’s real and final retirement?
2. Dr. Matson responded that the committee is not about him, but about the issue that it is trying to address. He assured the Senate that the committee would continue as long as it has work before it.
3. Senator Laurie Tis, Department of Social Work and Human Services, observed that the current language is very subjective and qualitative, including its evaluation of behavior.
4. Dr. Matson noted that some of this language is already being struck after similar comments had reached the committee.
5. Senator Noah McLaughlin, Department of Foreign Languages, asked for some background, including why a five-point scale had been chosen. He noted that in a five-point scale, everything drifts towards the center, while 3 points make you choose.
6. Dr. Matson noted that the committee went back and forth when it looked at other schools, notably peer and aspirational universities. The committee settled on the five-point scale, in part, because it aligns with the current staff rubric.
7. Senator Humayun Zafar, Information Systems, asked what was wrong with the current system.
8. Dr. Matson said the five-point scale increases flexibility and helps reward faculty at the high end of the scale. Moreover, the proposed scale is more developmental.
9. Senator Lei Li, Information Technology, noted that the language of the top two levels is somewhat confusing because it sounds much the same in both levels.
10. Dr. Matson took note of the criticism to take back to the committee.
11. Senator Sanjuana Rodriquez, Elementary and Early Childhood Education, stated that her department had detailed comments that she is forwarding to Dr. Matson, including a greater timeline as well as a stronger rationale for why this is changing. What data has been selected, for instance?
12. Dr. Matson encouraged Senator Rodriquez to forward the information and noted that she might touch base with Wendy Sanchez.
13. Senator Heather Pincock, Conflict Management, thanked Dr. Matson for being willing to make these changes. She did ask what shape the current proposal is in and noted that none of the faculty in her department are supportive of the five categories.
14. Dr. Matson noted that the proposal is currently at the opinion gathering state. He has heard from those who support and those who are against the proposal. He also noted that the CDA and the DC are involved in providing recommendations.
15. Senator Sara Giordano, Interdisciplinary Studies, also noted that her department felt that an insufficient rationale was given for the taskforce. She formally proposed the disbanding of the current ARD task force: “The Faculty Senate requests that the administration disband the current ARD task force. We request that the administration present to the faculty senate a clear rationale for convening such a task force before moving forward with proposing ARD changes.
16. Senator James Gambrell, Inclusive Education, seconded Senator Giordano’s motion, noting that members of his department were against the proposal as well.
17. Senator Doug Moodie, Leven School of Management, Entrepreneurship, and Hospitality, responded that the taskforce is not a Senate taskforce and thus cannot be disbanded by the Faculty Senate.
18. Senator Humayun Zafar added that the senate always has difficulty when it asks for volunteers, noting that the two volunteers of the current committee were the only two that had volunteered when Dr. Matson originally asked.
19. Motion to disband taskforce passes 27-11.

**New Business**

Minutes: Minutes unanimously passed on a voice vote.

**Budget Transparency Motion: Stephen Collins**

Senator Stephen Collins, School of Government, and International Affairs, stated that the motion seeks to give the faculty senate, as a shared governance body, the ability to interact with the budget, especially as it considers various other issues, such as research issues or teaching load issues. Put simply, the Senate needs greater insight into the workings of the budget to do its work. The motion calls for the administration to submit detailed (even granular) information on the budget twice a year. He noted, for instance, that while the university’s financial situation is better, especially with the CARES money, faculty are being told that travel must be cut.

1. Senator Heather Pincock, Conflict Management, thanked Senator Collins for bringing forth the motion, noting that if passed it will be the second budget transparency motion passed by the Senate recently. She strongly urged Senators to support the motion. She added that all of this information is already available under open records request.
2. Senator Ming Chen, Theatre and Performance Studies, strongly supports Dr. Collin’s motion, especially because of the way that compression and inversion remains an issue, even after initial efforts that were rushed and opaque were made to address compression and inversion. She noted that the key issues of salary compression still remain untouched.
3. Senator James Gambrell, Inclusive Education, asked why the administration seemed reluctant.
4. Provost Kat Schwaig responded that the issue that the issue was how to present the information in a way that would be the most useful. There is a need to have the information structured in such a way that it is useful for decision making. She noted that it might not be possible, for instance, to pull the entire budget together (ever line item), nor would it be useful. That said, she stated that she was looking forward to working with the FSEC to determine the most useful way of presenting the budget.
5. Senator Stephen Collins noted that the analysis could be done by forensic accountants. There should be a give and take in the conversation between administrators and faculty over what monies faculty have some discretion over. Moreover, faculty are quite capable of making reasonable and informed decisions. He added that other faculty senates do this.
6. Senator Humayun Zafar, Information Systems, noted that he understands the desire for total transparency, but that the way the information is presented does make a difference in how it is understood by its intended audience.
7. Motion passes 34-5

**Provost’s Report – Dr. Kat Schwaig, Provost**

1. Provost Schwaig congratulated Dr. Adrian Epps, who is now dean of the Bagwell School of Education. She noted that the search for a new Associate Vice-Provost was also wrapping up and that a selection would be made soon.
2. Provost Schwaig thanked Tricia Chastain and our Wellstar Colleagues for their work coordinating and then helping to vaccinate the campus. Dr. Schwaig noted that if you or your students were vaccinated on campus, it was probably by one of the student nurses who volunteered along with Wellstar faculty and staff.
3. She also thanked the Senate for its work this year, noting that she was very proud to work for the university.
4. Provost Schwaig expressed deep gratitude for the work of KSU’s faculty and staff in overcoming the difficult obstacles of a pandemic year with a creative response and robust commitment to educate our students.
5. Finally, Dr. Schwaig thanked Dr. Whitten for her service to the University, noting that it had been a great pleasure serving under her. She wished her well in Indiana.

**President’s Report – Dr. Pam Whitten, President**

1. President Whitten thanked the Senate for their service during this difficult and challenging year.
2. She expressed deep gratitude for the work of KSU’s faculty and staff in overcoming the difficult obstacles of a pandemic year with a creative response and robust commitment to educate our students. She will miss us all.
3. She then thanked Provost Schwaig, noting that she had great faith in the Provost as she assumes the mantle of Interim President.

**Last Minute Items**

1. Senator Doug Moodie, Leven School of Management, Entrepreneurship, and Hospitality, thanked Senior Vice-Provost Ron Matson for his tireless service to the university, even after his retirement.
2. Senator Joanne Lee, Part-time Faculty Liaison, thanked President Zafar and the Senate for their commitment to part-time faculty.
   1. Several Senators thanked Senator Lee, who is stepping away from the Faculty senate.