Minutes of Faculty Senate, 1/30/17 Meeting
123 Hathaway Hall

Senators
Ibukun Amusan (Math & Sci)
Ken Andries (AFE)
Nancy Capriles (BSS)
Rene Desborde (Business)
Gary Elliott (WYS) E
Maheteme Gebremedhin (AFE)
Caroline Gibson (FIAR) A
Cindy Glass (BSS)
William Graham (EDU)
Robert Griffin (FIAR)
Buddhi Gywali (AFE)
Dantrea Hampton (Library)
Jens Hannemann (Comp Sci)
Ashok Kumar (at large)
Vikas Kumar (AQU)
Li Lu (Math & Sci)
Rebecca McCoy (Nursing) A
Joe Moffett (LLP)
Narayanan Rajendran (at large)
Reba Rye (at large)
Rita Sharma (Math & Sci)
Kimberly Sipes (at large)
Peter Smith (LLP)
Stephen Ulrich (PUA, CJ, SW)
Changzheng Wang (at large)

Ex Officio Members and Guests
President Aaron Thompson
VP Candice Jackson
Chandee Felder (Senate Admin)
Elgie McFayden (Faculty Regent)
Donavan Ramon (WYS)
LeChrista Finn (AFE)
Patti Marraccini (Nursing)
Cynthia Shelton (WYS)
Mara Merlino (BSS)

1. Call to Order

The meeting was called to order at 3:13 pm. Seventeen senators were present.

2. Approval of agenda

A motion carried to rearrange the agenda so that BASC would report before APC and the Senate President's Report and the VP's Report would follow the Regent's Report.

3. Approval of minutes

The Minutes of the 12/12/2016 meeting were approved unanimously as distributed.

4. Report of the Curriculum Committee

Chair Andries noted that he was not present for the previous CC meeting, but it had discussed a revision of the Nursing courses that had been approved in the 12/12/16 Senate meeting. One course had an incorrect number and "Gerontological" in the course titles should be changed to "Gerontology." Graduate Director Dr. Obielodan should have seen all these changes since courses must first pass the Graduate Council before going to CC. Disagreement arose with regard to which courses needed to be changed, so Senate tabled the issue.

5. Report of the Budget and Academic Support Committee

Chair Rye presented a resolution to be delivered to the Board. The resolution argued for an increased portion of the budget to be spent on instruction at the university. Our rate of 18% compares to 35% at our sister schools, which is a wide gap even accounting for economies of scale. The committee had met with Greg Rush to be sure it was informed about how many funds would be needed to put KSU in line with other public universities around the state. For the instruction budget to go up 1%, $400,000 would have to come from elsewhere at the university. Mr. Rush also went over the university's management plan and what the performance-based funding committee had recommended to the Governor. On front end, KSU won't lose any money, but to get more funds its enrollment will have to go up.

Chair Rye pointed out that only administrators have seen pay increases in the past year. Regent McFayden asked if those increases reflect Title III funds. He noted that salaries for new advisors on campus comes from those funds. President Sipes responded that the university will have to absorb those salaries eventually. Chair Rye observed that Title III funds should be used for capacity building and not for recurring expenses. The advising staff salaries account for around $1,000,000.

President Sipes thanked the committee for its work and echoed the sentiment that faculty salaries need to be addressed, and the number of faculty overall needs to increase. She expressed concern, however, at the resolution's request to move the instruction budget from 18% to 30%. That would be asking for something like $4.8 million coming to instruction—around 15% of next year's expenditures—and the Board may not see that as a feasible request. Past Senate President Smith concurred and suggested dropping specific percentages in favor of asking for "incremental increase" in the instructional budget. Chair Rye expressed concern that doing so would not highlight the disparity between KSU and other universities. She went on to argue that we have lost some of our best faculty due to budgetary issues.

A motion to extend time for ten minutes passed unanimously.

VP Jackson argued that any request for more funds needs to be tied to teaching and learning and the role of faculty; the Board might read the request as simply asking for money. Past President Smith questioned whether that pre-supposes faculty at our sister institutions are doing something KSU faculty are not.

President Thompson added that as student numbers go up, the instruction budget looks different; it's not a fixed number on any campus. He agreed that the faculty deserve raises and is far behind, but faculty should present a methodology for increasing the instructional budget rather than citing a number. He said there needs to be a discussion on campus about performance funding. Given the tightness in the budget there's nowhere $4 million could be found.

Time was extended for another five minutes. All were in favor.

Chair Rye noted that when KSU did have more students there was no more spent on instruction; the university has a habit of putting money elsewhere. President Thompson observed that the

percentage increase in the resolution throws it off as a true methodology. Chair Rye inquired why money couldn't be taken from elsewhere? She pointed out that the Baker / Hostetler report used a percentage. President Thompson answered that that report was from 2003. He agreed that we do need to evaluate our personnel, but right now we are operating at a fine line—we have no investment dollars, but we do have a balanced budget. Our spring enrollment looks better than it has in some time.

President Sipes noted that budget hearings are going to start so we need something to go forward. Past President Smith proposed again a friendly amendment for "increase incrementally" be put in place of specific percentages.

Time was extended five minutes. One was opposed, the rest in favor.

A senator suggested adding to the friendly amendment that incremental increase would occur over the course of the university's Strategic Plan.

A guest asked if the Baker / Hostetler report was still relevant. President Thompson responded it was but the percentages may not be accurate since the university looks slightly different now. Nevertheless, its outlook and suggestions are still appropriate.

The resolution, with friendly amendments, passed unanimously.

6. Report of the Academic Policies Committee
Chair Moffett presented an updated version of APC 16-17.02 Attendance Policy. At the previous Senate meeting there had been a request for the policy to make clear how students would obtain an official university excuse for class absences. APC borrowed language from the current Attendance Policy to offer this information. Discussion ensued that the added line "The Vice President for Student Affairs will inform faculty members BEFORE the student's absence from class(es) in these cases" was ambiguous in terms of what would happen before the students' absence. Chair Andries proposed a friendly amendment of placing "of the approval" prior to the "BEFORE" so that the policy was clear.

Chair Moffett accepted Chair Andries' amendment. Senate voted unanimously to approve the action item.

VP Jackson noted that the approval process has changed in that she now reviews all excused absences that come from Student Affairs.

Chair Moffett also reported that APC had been asked by Associate Provost Deneia Thomas to look into creating a course cancellation policy. She suggested the committee review the written policies of other state universities, although Chair Moffett did not find written policies on the university websites and so he contacted individuals at Morehead, EKU, WKU, and NKU to inquire about their unwritten policies. Each university had a certain set of guidelines for how many students needed to be enrolled for a course to "make," but that number varied between institutions and depended on the philosophy of the currently-serving Dean or Provost. Dr. Thomas nevertheless asked the committee to proceed, and so Chair Moffett asked Senate to pass

along insights, comments, or concerns about how a policy document could / should be written. President Thompson noted that, as Chair Moffett found, typically the Provost is given final say for which classes run. VP Jackson concurred, noting that several issues have an impact on decisions that are made, such as whether certain courses are needed to keep students on the path to graduation or if a course includes a graduating senior. President Thompson suggested that a policy would need to be flexible based on these and other factors.

7. Report of the Professional Concerns Committee

Chair Glass said PCC is still working on the *Faculty Handbook*. She noted that all Instructor positions were eliminated a couple of years ago, but they are still in the *Handbook*. PCC feels faculty should come in as Visiting or Assistant Professors; Instructor positions keep people dangling, hoping for permanent work that often doesn't come.

President Sipes asked VP Jackson about plans for Instructor positions. Dr. Jackson said she would want to review the situation further before making a decision. President Thompson added that nationally and statewide instructor positions are on the increase. They offer a university flexibility.

Discussion then ensued about what the university means by Instructor versus Visiting Professor. President Thompson noted that the former is unranked whereas the opposite is true of the latter. He said that a Visiting position can be renewed a limited number of times. A guest responded that this is the problem with what the university has been doing: it hires individuals into Visiting positions and then strings them along, sometimes for years.

PCC also looked at grant compensation and noted that the policy's language is limiting. Regent McFayden responded that the policy had changed some time ago. Chair Glass noted that PCC had spoken with the Director of Sponsored Programs, Derrick Gilmore, and he seemed unaware of a policy different than what is in the *Handbook*. Regent McFayden agreed to look for the update policy for PCC.

8. Faculty Regent Report

Regent McFayden reported that the reorganization model calling for the reinstatement of Deans was rejected by the Board, but the move of Criminal Justice to BSS was approved.

The university's food service contract has been reviewed and this is important due to health insurance premiums. Providers base rates on the food served on campus.

Regent McFayden said that the university had located a much less expensive ($25k) consultant from EKU to work on improving the website.

He was pleased to report that the university's portfolio has been doing well, although he was not happy with how it has been managed. Regent McFayden would like to see the financial advisors pursue equities more aggressively rather than their present cautious approach of reacting to Fed rate changes.

President Sipes projected the updated organization chart. She asked if the name change of LLP to LLC needed to go to Senate. VP Jackson said that the Division had already approved the change. Chair Andries asked if there will not be Deans, will there be some other new structure? Dr. Jackson said that the Board had tabled the Deans model; it did not rule Deans out yet. She will go back to the Board with more information. Chair Glass asked for clarification as to what to do in revising the *Faculty Handbook*—should the language referring to Deans be retained? Dr. Jackson replied to let it stand for now. Chair Rye questioned why we need Deans. Dr. Jackson responded that this Dean model is about structure, not the size of the university. The Provost has too many direct reports at present. Chair Rye observed that Senate had worked with President Burse to eliminate the Dean structure. President Thompson added that the Dean model came out of the Registry recommendations. He suggested we consider what we might look like five years down the road rather than thinking only of the present.

President Sipes asked Regent McFayden if he had anything to report about the Presidential Search. He replied that he could not talk about the process because of his oath of secrecy. A guest asked him if finalists had been determined but again he replied that he could not make a statement.

8. Dr. Candice Jackson – VPAA

Dr. Jackson informed Senate that there will be meetings about the reorganization. She reminded the group about the need for volunteers for the freshman lock-in event. There will be a dodge ball game for faculty and staff. She stressed the importance of events scheduled for Black History Month. First year students will be required to attend the convocations and faculty are requested to be present. Dr. Meredith Evans (the first Black woman to lead a Presidential library) will be on campus on March 23. Honors Convocation is April 6th; Dr. Michael Williams will be speaker. Faculty will be in regalia.

Dr. Jackson is not taking Monday appointments so she can use that day to catch up on work or finalize projects. A senator inquired about tutors in ACE being asked to cut their hours. Dr. Jackson said the university is working on this budgetary problem.

9. Adjourn

A motion to adjourn carried at 4:54pm.

Respectfully submitted,
Joe Moffett, Faculty Senate Secretary