

# Faculty Senate Minutes

Meeting of November 2, 2015

<u>Senators</u> A = Absent		<u>Ex Officio Members and Guests Present</u>
Alhurani, Abdullah <b>A</b>	Nursing	Mara Merlino
Amusan, Ibukun	Math & Sciences	Tierra Freeman (Ex Officio Executive Committee)
Andries, Ken	AFE	Hunt Butler
Capriles, Nancy	BSS	Elgie McFayden (Faculty Regent)
Graham, William	Education	James Obielodan (Director of Graduate Studies)
Griffin, Robert	Fine Arts	Jim Thornton
Griffis, Bruce	Math & Sciences	Greg Goletz (Registrar)
Grimes, Kristopher	AFE	John Sedlacek
Gyawali, Buddhi <b>E</b>	at-large	
Kumar, Ashok	at-large	
Landy, Tucker	Whitney Young	
Liu, Zhanping	Computer Science	
Moffett, Joe	LLP	
Ray, Andrew	Aquaculture	
Ross, Scott <b>E</b>	Fine Arts	
Rye, Reba	at-large	
Sharma, Rita	Math & Sciences	
Sipes, Kim	at-large	
Smith, Peter	LLP	
Tate, Debbra	Library	
Tope, Avinash	AFE	
Ulrich, Stephen	PUA,SW,CJ	
Wang, Changzheng <b>A</b>	at-large	
Representative still needed from School of Business, 1 from Behavioral & Social Sciences, 1 from Nursing		

The fifth meeting of the AY 2015-16 Faculty Senate was called to order at 3:11 pm on Monday, November 2, 2015, Hathaway Hall Room 123. Agenda was approved and the Faculty Senate minutes of October 12, 2015 were approved with modifications and corrections.

The agenda was approved with an amendment to change Professional Concerns Committee time to 15 minutes.

President Smith made a statement that he was not the faculty member who gave information to *The State-Journal* anonymously regarding a potential vote of no confidence in President Burse. He said that

*The State-Journal* called him to confirm and his response was that the Senate has neither spoken to that subject nor voted on such and that he had no other comment.

#### **Academic Policies Committee Report:**

Committee Chair Moffett presented an Action Item to change the 2016 Academic Calendar currently published on the KSU website to accurately reflect policy. The changes are:

- Change due date for students to submit an Application for Degree to the Departments for Summer and Fall from January 29 to February 5. Rationale: The Academic Calendar Policy document states that “The last day to submit a completed graduation application for the Summer and Fall Semesters shall be Friday of the fourth week of classes.”
- Change due date for Grade Change for Incomplete Work assigned in Fall 2015, in the Office of the Registrar from March 21 to March 28. Rationale: The Academic Calendar Policy states that “Grades for Incomplete work must be submitted to the Registrar’s Office by the second Monday following Spring Vacation.”
- Change student evaluations of faculty from March 26 through April 8 to April 2 through April 15. Rationale: Since the last drop or withdraw date is April 1, student evaluations should not begin until students have committed to completing a course.

An Ex Officio Senator said that one semester the evaluations were open until the last day of the term in order to increase participation and asked if that could be considered. Chair Moffett said they did not consider that and have now put forward this extension. President Smith said that there was some controversy in a past semester regarding an extension to finals week, when students could see their final grades before entering an evaluation.

After brief discussion the Action Item was approved unanimously by voice vote.

VPAA Dr. BrownWright shared with APC trends that she had presented to the Board of Regents. The crux of the information is that over the last three semesters of online courses, Spring 2014, Fall 2014, and Spring 2015, non-first time freshmen had a success rate (% of grades as A, B, or C) in the 55-60% range. This is lower than other classifications over the same time period: sophomores = 62-80% range, juniors = 75-80% range, and seniors = 77-80% range. This data, however, does not look at the performance of Freshmen in on-line versus traditional courses. A look at that data will be needed to evaluate possible reasons for the differences in success.

In the *KSU Catalogue* there are no guidelines for conditional admits and a Senator reported that there are several admitted Freshmen who do not meet the newly enforced admission standard (GPA 2.5 and ACT 18). One Senator said that students had been advised of their right to appeal and that is a factor. Another Senator pointed out that 230+ students were admitted before the standards were enforced, their admission was honored and that will not happen in the future. A Senator said that on appeal some were admitted considerably below standards and another reported seeing an ACT score of 12 for one admit.

#### **Professional Concerns Committee Report:**

Chair Kumar reported that Dean Shaw attended the committee meeting on invitation and Tenure and Promotion was discussed. She reported that no new information existed but urged faculty to prepare dossiers just in case. Chairs have been asked to form preparation advisement committees for junior faculty. (Regent McFayden reported below on the Board of Regents vote to suspend Tenure and Promotion for FY16).

A situation was brought to the attention of the PCC in which a faculty member reported an incident of a threatening event by a student. The faculty member was told by administrators that the incident “had been handled”, but was not informed how. Faculty was subsequently told the student was suspended, then expelled, and then readmitted. He/she was placed in another section and was to receive counseling, after which the faculty member was called to a meeting and was told that the issue was her management style. Thus, after reporting an incident the faculty member is now under investigation herself. There is nothing in the *Faculty Handbook* that addresses such an evaluation. The protocol in such a situation is unclear and unspecified. Can an instructor ask a student to leave class? Should they call security? What are the options? Chair Kumar and President Smith are working on a draft for proposed protocol that addresses threatening rhetoric both in and outside of class.

Regent McFayden said that the incident was “pretty bad and worse than what Chair Kumar could describe.” He said there were “serious incidents that led to the faculty member’s action and now the faculty member is being penalized for acting.”

President Smith pointed out that the problem is an absence of clear policy. The incident evolved from a student being escorted off campus to a faculty member being investigated. One Senator suggested that we should see how this situation plays out before acting, and another pointed out that how the faculty member is being treated in the meantime is of significance. President Smith reported that Dean Shaw told him there will be continued evaluations of faculty teaching the new “accelerated” ENG 101 classes, and he suggested that this does not conform to the classroom observation policy in the *Faculty Handbook*, there is not an established process, the system to be used has not been shared with faculty, and the format for evaluation of results has not been identified.

A Senator asked if the investigation stemmed from a student grievance. President Smith replied no.

Another Senator said that there is established policy that allows a faculty member to ask a disruptive student to leave class and the student must go to the Chair to resolve the issue with the faculty member. She pointed out that it would be irresponsible of an administrator to not “investigate” allegations of threatening behavior and that in this case the Senate does not know all of the details. She has asked disruptive students to leave her class before and an issue might be the consistency in which administrators investigate such incidents. A Senator asked if her cited incidents were within the past two years, and the response was affirmative.

A Senator pointed out that a faculty member may be allowed to ask a disruptive student to leave class but does not have the authority to drop a student from the class.

Time was extended for PCC for 5 minutes.

Discussion continued regarding the exact policy, as stated, in the *Faculty-* and *Student Handbooks*. A Senator suggested that faculty should have the policies stated in course syllabi.

### **Budget and Academic Support Committee Report:**

Vice-Chair Rye reported for BASC. The committee has not yet received a line-item budget. There is yet to be a response from President Burse to the second request as reported to full Senate on October 12. It was reported that the Committee discussed extensively the options available, research necessary and appropriate timeline for a third request. The committee decided to wait on another formal request, since a copy of the budget may be made available to them over the next week.

### **Curriculum Committee Report:**

The Curriculum Committee Chair Ken Andries reported that there are no pending action items for consideration. Any curriculum changes for Summer and Fall 2016 may be submitted.

### **Faculty Regent Report:**

Regent McFayden said he was proud of this Faculty Senate and group of faculty. He said they have “stayed the course in a difficult environment.” He reported that the Board of Regents approved two appointments with Tenure: Associate Vice-President for Academic Affairs Deneia Thomas and Chief of Operations Candice Jackson. He questioned the policy of suspension of Tenure and Promotion while hiring new employees with Tenure granted. The Board of Regents approved suspension of tenure for FY16. A Senator said that hiring administrators, other than VPAA and Dean, with Tenure is not documented approved policy regardless.

He said the administration has initiated searches for Chairs, but no Search Committees have been formed.

He contended that KSU is out of compliance in some programs with accreditation. In one program only one faculty member teaches 9-10 classes.

He expressed concern with the performance of the KSU investment portfolio and is pushing for a change in management.

A non-senator asked if there is any determination or discussion on the question of Freshmen in on-line courses. McFayden answered, no.

A Senator inquired if the Biology program changes were presented yet. The answer was no.

A Senator raised questions about administrative decisions on the insurance issue. Will they put it out to bid? Policies have been dropped retroactively and, as a result, procedures approved and completed will not be covered for those who decided to not re-enroll with United through KSU. Is the administration aware of this consequence? He spoke with a United representative who expressed concern that KSU employees were not adequately informed. He asked if the Board of Regents is aware of this situation and Regent McFayden said, yes, since he had told them.

BASC Vice-Chair Rye inquired about the committee’s need to receive a copy of the FY16 budget. Regent McFayden suggested checking on the legal issues with the Kentucky State Attorney General’s office.

### **Other Business:**

President Smith asked Vice President Grimes to preside, according to Robert’s Rule of Order, due to an issue that he should initiate not as Senate President and not official business of the Senate, but in a non-

official capacity. He said that since several faculty members have asked him about the possibility of a vote of no confidence in the Administration, and due to the verified history of administrative monitoring of faculty emails, that he proposes a non-official private email discussion of the issues that is confidential.

A Senator said that is a good idea. President Smith pointed out that he will proceed with the will of the faculty, and since there is no *Faculty Handbook* policy specific to such an event, that it could be conducted electronically as opposed to a vote through the Registrar's office. Participants should "reply all" in discussion.

The meeting adjourned at 4:19 pm

Minutes Submitted by: Reba Rye, Faculty Senate Secretary