

Kentucky State University Faculty Senate Minutes

November 16, 2015

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

The sixth meeting of the AY 2015-16 Faculty Senate was called to order at 3:13 pm on Monday, November 16, 2015, Hathaway Hall Room 123. Agenda was approved and the Faculty Senate minutes of November 2, 2015 were approved.

Budget and Academic Support Committee Report:

Vice-Chair Rye reported for BASC. The committee has still neither received a line-item budget from the administration nor a response from President Burse to BASC's inquiry regarding the Budget Reduction Plan as it relates to the "General Fund", the "10% headcount reduction" option, and method of FTE calculation as it relates to the budget. The Committee continued discussions on the best solution to this lack of information and alternative ways to acquire the budget. Rye called the Kentucky Attorney General's Office and received information on the processes to file a Freedom of Information Request. However, the BASC is concerned about the negative impact that route will have for the University and still hopes to avoid such. The committee is considering a Senate Action Item that specifies publication of the complete budget, which is the standard for some other state supported Kentucky universities and colleges. Budgets are generally archived in the schools' respective libraries and/or published on the schools' Web-Sites.

New information that they acquired included the FY13 External Auditor's report (written in June 2014 and presented in Dec 2015). However, they have received no information regarding the FY14 audit and do not know of its status. A Senator raised the question of how often an audit is required. Discussion ensued about the legal requirements and the timeline for work conducted by the internal auditor.

Curriculum Committee Report:

Chair Andries reported that the Curriculum Committee did not meet due to a lack of pending action items and members were encouraged to attend other committee meetings.

Academic Policies Committee Report:

Committee Chair Moffett reported that the 2016-17 Academic Calendar needs "tweaks" and they will continue this discussion. They received a second set of data from Institutional Research on Freshmen success rates in on-line versus traditional classes. They have not met as a committee since receiving the data but through email discussion it seems that the pass rate is very similar. Fewer Freshmen are taking on-line classes but success rates are comparable.

VPAA Brown-Wright requested a meeting to discuss the direction of on-line courses at KSU. She wants recommendations from APC and is concerned about inconsistencies in data to date. A committee member suggested that some may not be under the purview of APC, such as processes by which on-line classes are evaluated and identification of a central figure to oversee the delivery. She said there is some fogginess regarding how the classes are laid out and that there needs to be consistency. A Senator said that instructors have previously gone through training for on-line delivery and is that helpful? She desires a measurable framework for quality, with some variable individual options for how it "looks". 25 have been selected for evaluation. She requested recommendations by December 15, before the January Board of Regents Meeting. She indicated that the University will not move away from on-line classes but aims to improve quality. However, she is adamant about restricting First Year Residential Freshmen's access to on-line classes. She said that success rates are not the only gauge for

value of such a decision and that their “physical presence in classes” is valuable. A Senator suggested this was not the original point of concern.

Another raised the question of whether it is desirably or not to have two sets of standards for Freshmen; one standard for those who live in dorms and another for those who live locally in apartments or with family. Another Senator seconded that concept as a problem, i.e. that if it is indeed better quality to experience traditional classes then why are there two standards of quality, one for campus students and one for off-campus students? He also suggested that KSU is going against the national trend to develop flexible scheduling options, including on-line for efficiency. Another Senator raised the problem for residential students who have to work and juggle class and work schedules.

A Senator pointed out that the policy of no on-line 100 level courses is being administered differently across the campus and that Chairs need to be given definitive guidelines so that there is consistency.

Registrar Goletz said that the issue started because of parents contacting the school with concerns about students paying to live on campus and then placed in on-line classes.

A Senator pointed out that is not the reason the problem started and that there was a specific incident on campus that raised concern. Another Senator said that regardless the VPAA did say that parents were calling.

One Senator said students who register late have to take classes that are open and available. This adds to Freshmen in on-line classes. A Senator reiterated the problem of inconsistent application of the moratorium on 100 level on-line classes, saying his is still pending, and that whatever the decision is that parents and students who are paying for classes need to know. If all sections of traditional classes are full will students be allowed to take on-line classes or will other sections be opened? Regent McFayden said that the administration needs to understand the no adjuncts policy is at the root of that problem. He asked if we know how many programs are out of compliance with accreditation standards. Chair Moffett said that the APC has not taken up that question and President Smith suggested it was a PCC matter.

President Smith said he has not had the chance to discuss the proposed recent new Final Exam Schedule that includes Saturday finals, with the Committee and just sent it out for members to see.

Professional Concerns Committee Report:

Chair Kumar reported that the PCC discussed classroom safety and wants a wider audience input to design clear policy for the documentation of student incidents in classrooms, how to properly handle, and how to report the incident to the next administrative or staff level. The committee will conduct research into how other schools deal with this policy. He called the KSU Chief of Police to inquire if there is a policy. The Active Shooter protocol form outside is on the web-site but he will meet with Chair Kumar on Thursday to discuss and work on guidelines.

The committee discussed unannounced visits to classrooms. The Chair of the Board of Regents went to someone's class with no notification. While nothing negative ensued it was discussed that an email announcing such a visit would be good protocol and that a recommendation should be sent to the Dean. It is questionable for someone unknown to enter a classroom.

He emailed Dean Shaw-Berbeck to inquire about the status of Tenure and Promotion and the status of those who submitted last year. She said this year it is suspended but did not respond to the second question. Chair Kumar repeated the question in writing and the reply was that she will get back with him.

Regent McFayden asked if anyone knows how faculty were selected for Post Tenure Review this year. A Chair responded that only 35 faculty members were left on campus who were not reviewed last year and they pulled out 25 to review. Regent McFayden said he thought the administration should give faculty a year's notice to prepare. He does not see anything in KRS to validate this process, especially with such short notice. He said there are limited things that qualify for dismissal. Former Regent Landy listed them: 1.) unethical and immoral conduct, incompetence, failure to perform reasonable assignments, or for neglect of duty.

Chair Kumar said that if, on evaluation, a faculty member is found lacking in a component of evaluation (Teaching, Service, Research) that they should be given a period of time to improve. Regent McFayden indicated that last year a faculty member was not given time to improve, and the administration "backed off." Chair Kumar said this should be a process for improvement and not a contract issue. McFayden said one faculty member was slated to leave because of this last year and they made a case to someone outside of the board.

President Smith raised questions regarding the Post Tenure Review Committee this year. He said the administration can try to terminate a faculty member but nothing under KRS allows this except for cause as listed above. Tierra Freeman said 25 will be reviewed this year and the remaining eligible 5-6 next year, plus another 5-6 will become eligible.

Other Business:

Dr. Obielodan, Director of Graduate Studies, presented nominees for the three at-large posts on the Graduate Council; Ashok Kumar, Buddhi Gyawali and Tibebe Assefa. On a motion by Senator Landy, seconded by Senator Alhuani, they were approved unanimously by voice vote.

The final exam schedule circulated is a draft and not intended to be circulated as a final draft. Chairs have communicated concerns to the administration. President Smith was asked by a chair to raise the proposed changes to the final schedule in Senate. A Chair said they have voiced the various concerns to the administration. She reported that a problem is that some classes are scheduled outside of the normal timeframes, resulting in conflicting final time slots, and that faculty have created the problem. A Senator pointed out that this has been necessary in some instances due to dual use of spaces, especially labs, and are not arbitrary decisions.

A Senator said that with the proposed schedule some students must take up to four Saturday exams and there are too many conflicts. A Senator proposed on-line finals as a solution for some classes. Senators expressed concern about the new policy for reporting December graduates' grades a week early and discussed the related problems for students and faculty. A Chair reported they will be sent a list of December graduates to forward to faculty, who will work individually with students as has been the practice in the past. Graduates grades will be due the Monday before graduation.

A Senator raised the question if inauguration day, December 8, is scheduled as a holiday and, if so, the impact this has on night classes that meet only once per week. APC Chair Moffett said this was discussed

in committee, there was not consensus on the issue, and they decided to not press the issue of cancellation of classes. It will be a difficult situation if some faculty try to meet and others do not. What will be entered on timesheets? A Senator pointed out that the schedule is not derived from APC and it is not something they have control over. Graduate Director Obeilodan asked President Smith to check on this and he said that he would do so. He said that he will also again check on the status of the Distinguished Professor schedule.

Registrar Goletz said that the spring 2016 schedule is now open to view by students but not to schedule classes. The date had been set for Nov. 16 but it was cancelled over the weekend. A meeting is set for tomorrow, Nov. 17, to review and see if ready. We will be notified via email.

A Senator reported once again that his deferred compensation was two pay periods behind. Human Resources told him that it should be caught up in the next cycle, and a second Senator said that his was not submitted as well. As recorded in the past two Senate meetings, in some cases the funds are taken from paychecks but not sent in.

President Smith shared a letter from the AAUP regarding the Vernell Bennett termination case, which she is pursuing in court.

He reported on the President's Town Hall Meeting with students on Wednesday night, Nov. 11. It was well attended, with the Student Center Ballroom packed. Social networking was used for attendance and issue development. He quoted a colleague who had been to dozens of such forums and said that he "had never heard such a disrespectful tone" at a past meeting. The topic most addressed was the athletic ban on visible future tattoos that would result in dismissal from the sport and loss of scholarship. Other complaints were broad and related to "things not getting done." Faculty were unanimous in reporting that students were not satisfied with the responses and answers. The tone of the discourse was not controlled by anyone and it got "really ugly." In a meeting that lasted three hours and forty minutes, students did not register any complaints about the faculty, with one exception of an anecdotal nature.

The President has called a meeting with faculty for the next day, Tuesday Nov. 17 at 11:00. All faculty are being encouraged to attend. While the faculty has no indication of the focus for this meeting, President Smith expressed his hope that the President will be in a conciliatory attitude with faculty after the negativity of the Town Hall meeting. President Smith suggested that faculty prepare questions for the called meeting with President Burse and that we could take the lead from students who had been prepared with written questions.

The Senate discussed the status of the personal email dialogue relating to the degree of support, or dissatisfaction with, administrative policies/actions by faculty.

A senator expressed students' concerns about classes not offered that they need to graduate in Spring 2016. An Area Coordinator said that in a meeting about the Spring schedule President Burse had directed Chairs and Coordinators to assure that their primary determination of schedules be to offer classes that facilitate keeping students on track for graduation. Regent McFayden pointed out that the current schedule lacks certain classes that student's need for graduation and that we will see how that plays out.

The situation of KSU's sports programs was discussed and the question raised of what Spring sports will look like. A Senator said that President Burse has not made further cuts but rather that all except the Head Coaches will have other jobs as well. Regent McFayden said that the athletic budget has been cut in half already. A senator said that of the original \$4.2M budget for athletics that currently only \$1.3M is being spent, so someone is not telling the truth.

It was reported that President Burse said in the Town Hall meeting that KSU has a 53% African American population and the question was raised how this was calculated. Is he counting the high school dual credit students as well?

The meeting adjourned at 4:27 pm

Minutes Submitted by: Reba Rye, Faculty Senate Secretary