

**Minutes of Faculty Senate, 10/10/16 Meeting
123 Hathaway Hall**

Senators

Abdullah Alhurani (Nursing) A
Ibukun Amusan (Math & Sci)
Ken Andries (AFE)
Nancy Capriles (BSS)
Alice Collins (Nursing) A
Rene Desborde (Business)
Gary Elliott (WYS) E
Maheteme Gebremedhin (AFE)
Caroline Gibson (FIAR) E
Cindy Glass (BSS)
William Graham (EDU) A
Robert Griffin (FIAR)
Buddhi Gywali (AFE) A
Dantrea Hampton (Library)
Jens Hannemann (Comp Sci)
Robert Hebble (Math & Sci) A
Ashok Kumar (at large)
Vikas Kumar (AQU) E
Li Lu (Math & Sci)
Joe Moffett (LLP)
Narayanan Rajendran (at large)
Reba Rye (at large)
Kimberly Sipes (at large)
Peter Smith (LLP)

Stephen Ulrich (PUA, CJ, SW)
Changzheng Wang (at large)

Ex Officio Members and Guests

Aaron Thompson (President)
Candice Jackson (VP Academic Affairs)
Deneia Thomas (Assc. VP Institutional Effectiveness)
Erin Wheeler (Asst. VP Academic Support)
Bruce Griffis (Math & Sci)
Mara Merlino (BSS)
Tierra Freeman (BSS)
Chandee Felder (Senate Admin. Asst.)
Kris Grimes (AFE)
Elgie McFayden (Faculty Regent)
James Obielodan (Grad Director)
Donavan Ramon (WYS)
Cynthia Shelton (WYS)
Fariba Bigdeli-Jahed (Math & Sci)
David Shabazz (LLP)
Mara Merlino (BSS)
James Obielodan (Grad Director)
Karen Heavin (Math & Sci)
John Sedlacek (AFE)

1. Call to Order

The meeting was called to order at 3:14pm. Fourteen senators were present.

1. Approval of agenda

The agenda was approved unanimously.

2. Approval of minutes

The minutes of the 9/26/2016 Faculty Senate meeting were approved as distributed.

3. Faculty Senate President Report

President Sipes shared with Senate information about the meeting held on 10/6/2016 between the Executive Committee and Academic Search, the firm hired to help with the presidential search. In order to put together appropriate search materials, Academic Search wanted to know perceptions on the strengths, challenges, and points of pride about KSU. Dr. Mac Stewart (Interim Provost at KSU from 2011-12) is leading the team for Academic Search.

In terms of strengths, the Executive Committee cited the university's land grant status; its new use of texts; its liberal arts focus; its HBCU heritage; and small class sizes. Challenges included too many interim positions; lack of institutional memory due to turnover; ambiguity about the budget; not enough spent on instruction. BASC and PCC gave Academic Search typed lists of qualities they wanted to see in a president. President Sipes suggested APC send along a list as well. Chair Moffett said he would.

Academic Search will be involved throughout the entire process and will use a variety of means to inform the larger academic community about the position.

President Sipes projected a list of members of the university's presidential search committee. Chair Rye noted that there was not enough faculty representation. She cited AAUP's position that such a committee should include more than one faculty representative. Several recent presidential searches at other public institutions across the state have had at least two, sometimes three, faculty members on the committees. Chair Rye pointed out that since faculty carry out the teaching mission of the university it makes sense for there to be more faculty committee members; this is not to mention it will help further strengthen the bonds between the faculty and administration after the recent period of much division.

A guest asked if Hettie Oldham would remain as staff representative on the search committee. Faculty Regent Elgie McFayden indicated that she would be replaced with Francene Gilmer.

A senator noted that there was no STEM representation on the committee. Regent McFayden replied that some members do indeed have STEM backgrounds. He added that KSU alums are also well represented, as are members of the community. He noted that while he would like to see more faculty added to the committee, then there would need to be more staff added. Chair Rye asked why staff would need to be added. While staff serve an indispensable role at the university, faculty are central to its teaching mission. She noted she would like to see the Faculty Regent be a strong advocate for faculty on the committee. Regent McFayden replied that he was insulted by the implication that he was not, and he asked for that sentiment to be recorded in the Minutes. Chair Rye noted that she did not intend her comment as an insult.

President Sipes announced that time was up. No motion was made to extend time.

4. Dr. Candice Jackson – VPAA

VP Jackson noted that the search committee consisted of representatives from across the university and thus different groups are well represented. She noted we all have the option to voice concerns to the search firm itself.

She went on to say that she did not want to speak at length so that she could give time over to the upcoming discussion of centralized advising.

A senator asked if this presidential search committee will be same committee to search for president, not just to select the search firm. Dr. Jackson responded that it is. The firm will identify presidential candidates to present to the faculty. Regent McFayden confirmed that the firm will vet candidates and select 5-8 who the committee will consider.

A guest asked who makes the decision on the president. Regent McFayden replied that the committee will. The guest noted that therefore more faculty should be on the committee.

Chair Andries noted that there are more people on the committee from the community than those who will serve under the president. Chair Glass expressed the concern that the committee may have an outdated view of the current struggles at the university and who we are now. She cited Chair Rye's research that showed 2-3 faculty members on presidential search committees at the other public universities in the state. VP Jackson asked about the size of the faculties at these institutions, and how proportional the committees are. Chair Andries noted the community member representation was not proportional on the current committee. He that adding more faculty would help with the problems of trust between faculty and the administration as well as low morale at the university. VP Jackson replied that she notes these concerns but did not have input on the make up of the committee. Regent McFayden stressed that stakeholders across campus will be able to have input on the presidential candidates.

President Sipes reiterated that all points of view could be expressed to Academic Search through Christina Leath.

5. Dr. Erin Wheeler – Advising Policy

Dr. Wheeler shared a powerpoint that addressed concerns about the university's movement to a centralized advising model, particularly the concerns expressed in a memo from PCC. Regarding the concern that there was not enough faculty input on the model's design, she noted that chairs were asked for input in meetings starting last May. This model may seem like a drastic change, but the existing process was weak. This is not so much a new policy as a clarification of the advising structure.

The new system allows faculty to serve in career mentoring. She has spoken with faculty and chairs and has heard that faculty want to spend less time with audits and the like and more on building relationships and getting students into their career field of choice.

Due to budget constraints, the university will not be able to hire career coaches. There is one professional advisor left from the old system; everyone else is new. Two of these new staff members have worked on improving the graduation rate for the 2010 cohort.

A guest asked if it will be the job of success coaches to manage specific cohorts. Dr. Wheeler replied that two coaches have worked that way for about nine months. They provide consistency and help identify overall factors that help or harm graduation rates.

A guest asked if the success coach works with everyone in a specific cohort. Dr. Wheeler noted that they do and their work needs to be data driven. Students have many reasons why they drop out; success coaches work to remove those barriers. A number of students have re-enrolled due to the efforts of these coaches. Dr. Jackson noted that these success coaches allow the university to work with students in a different way than faculty can. Since there is a natural attrition rate, we have to work very hard to graduate students. Dr. Wheeler noted that her goal is

to have a tight network so we don't lose a student; now we will have documentation about how we have tried to help a student.

Dr. Wheeler also noted she appreciated the work of faculty and hopes to see faculty boasting about student achievements. She pointed out that advising on things like graduate applications take plenty of time already; the advising center will try to help students with other tasks.

The role of the faculty mentor was discussed. He or she will promote students organizations; help students applying for internships or graduate schools; and assist with data collection on career preparation.

This 3:1 model—that is, each student working with an Academic Advisor, Success Coach, and Faculty Mentor—is tied together with the Faculty Liaison for each area. Chairs have been asked to select a person for this task who knows the curriculum of the program. The Faculty Liaison will meet with the Academic Advisor; attend advising meetings; meet with faculty mentors; review course schedules and academic plans with the academic advisor; and collect and report assessment data on graduate school and career preparation activities.

Dr. Wheeler addressed questions about the section of the proposal she had sent out that suggested faculty would be assessed on advising. She stressed that this new system was not meant to impact tenure and promotion processes negatively. Dr. Wheeler suggested that for those faculty deeply involved in advising, building an advising portfolio can be a way to showcase one's work. She noted this proposal was sent to the Tenure and Promotion Committee by President Burse last spring. We would need to flesh out further the ways in which advising could be evaluated under the category of Service.

Dr. Wheeler noted we are trying to improve the culture of advising and “customer service.” Faculty are welcome to attend registration meetings between the Academic Advisor and students. Her office hopes to streamline the communication of advising and increase the importance of registration. More students need to be pre-registered.

A motion to extend time for 10 minutes was passed unanimously.

A guest expressed concern about Academic Advisors being able to acquire enough knowledge about the particulars of a major, especially since some majors have many students and several options. Additionally, curriculum ladders can be faulty since certain courses may not be offered when planned for various reasons. Dr. Wheeler replied that some of these concerns were already being addressed. The Advising Center will start with seniors. She reiterated that faculty are welcome to come over and that the Center is glad to work with faculty in doing advising at certain times. Nursing, for example, is doing all advising at one time. Dr. Wheeler stressed that faculty would not be handing over all control; the Faculty Liaison will be working with the Academic Advisor to communicate any essential information / knowledge. President Sipes expressed concern about this process being achievable in the next two weeks.

Dr. Wheeler asked how many faculty have already had students pick their schedules. Two faculty members raised hands. A guest noted that faculty have specific advisees they work with.

Dr. Wheeler said her office is working on cleaning up majors in Banner and part of the reason why a central advising center is helpful is so we can get reliable information on all students.

Another guest expressed appreciation for the concept of more support for students but echoed the concern about advisors in the Center knowing all they need to. She suggested that faculty should input student schedules and then the academic advisor can meet with students. She noted that sometimes classes are added to the ensuing semester schedule only after it is clear what students need.

A motion to extend time for 10 minutes was passed.

Regent McFayden asked if Dr. Wheeler's office is moving to Hathaway. She noted that it is not. Even though ASB is not student-friendly, it is centrally located.

A guest echoed the concern that the proposal sent by email by Dr. Wheeler suggested faculty would be evaluated on advising by staff. Dr. Wheeler stressed that was not the case. Chair Glass added that the requirements for an advising portfolio are onerous. Dr. Wheeler noted that staff will follow these guidelines, but what faculty do is up for review. The guest expressed appreciation for Dr. Wheeler's efforts but noted that anything having to do with faculty evaluation needs to come through Faculty Senate. Dr. Jackson confirmed that faculty will work together to define how advising fits into the tenure and promotion process. The guest noted that we need to establish metrics for review, and Dr. Wheeler replied that her office did get initial feedback from the Tenure and Promotion Committee. A senator pointed out that the approach taken with this initiative is evocative of the previous administration's unilateral way of operating. He suggested passing the issue to PCC for the committee to work on.

President Sipes added that advising has always been part of teaching, not service.

President Thompson agreed that anything having to do with evaluation should come through Faculty Senate and the Vice President's office. We are going through a growing processes and we need to learn how to do things together; and we must avoid being haphazard. We need a better advising system in place. The 2014 cohort is where we have best bet of having a decent graduation rate. Performance funding is coming in two years and we must be prepared to deal with it. We need to have a management plan in to the state next month.

President Sipes asked if we could postpone this change in advising until the spring. President Thompson replied he did not want to support anyone's position, and suggested different parties should sit down and establish a workable timeframe.

Chair Andries pointed out that part of the problem is that this initiative was not mentioned until 10/3 saying it would take effect 10/10. Dr. Wheeler apologized and noted that she believed chairs had communicated the changes.

Dr. Jackson suggested an ad hoc committee should be assembled to decide the way forward.

6. Report of the Academic Policies Committee – Joe Moffett

Chair Moffett discussed APC 15-16.05, a proposal for online courses. He noted that after discussion in the committee, APC added some minor points, including noting the Director of Online Programs should be provided with appropriate support and staff; faculty should indicate on syllabi when attendance requirements exceed those stated in the policy; and faculty should be allowed to choose if online course evaluations are used in annual review. A guest pointed out that PCC had passed an item in recent years that required all courses to be part of the annual review. President Thompson noted that online courses are becoming even more closely scrutinized than traditional courses. The committee therefore should strive to meet or exceed standards in course review. Chair Moffett agreed to take the item back to the committee. Senate voted unanimously to table the issue.

In the interest of time, the meeting moved on to the next committee report.

President Sipes asked Chair Rye if the report of BASC could be moved to after CC since Senate needed to be sure to address CC's action items and the meeting was running long. Chair Rye readily agreed.

7. Report of the Curriculum Committee – Ken Andries
Chair Andries covered the action items presented to Senate:

16-17-01 NUR 118 Independent Study

Chair Andries noted that this course is proposed since many new students recruited from ITT need to have their skills brought up to speed. Nursing faculty will work with students individually.

16-17-02 NUR 699 Applied Statistics in Nursing

This course is needed for the Doctor of Nursing Practice program.

16-17-03 NUR 708 Psychopharmacology

Chair Rye asked if we faculty to cover the courses. Chair Andries affirmed we do. Chair Rye then asked if the independent studies will serve as an overload. Chair Andries replied that they would be. A guest asked if faculty will be compensated for the overload, to which President Thompson replied that faculty have volunteered to do these independent studies. Chair Andries noted that this extra work may need to last only a couple semesters by which point the new transfer students should be up to speed. President Thompson added that at his previous institution, once some had taught a number of courses like independent studies, they would be granted a course release. He indicated we could consider if that would be workable here. Chair Rye noted there is already a provision that specifies that a number of overloads add up to a course release.

The items all passed by unanimous vote.

Chair Andries then introduced other items:

16-17-04 Certificate of Food Safety, AFE: Nutritional Science and Food Systems Option

16-17-05 Certificate of Human Health and Nutrition, CAFSSS

Chair Andries shared that the intent is that these certificates would serve as intermediate recognition for students working toward AFE degrees. They also serve as credentials for individuals seeking such, and also for those in industry who might need professional development. A senator asked if these certificates are driven by demand. Chair Andries affirmed that there is indeed demand for them among professionals and employers. Another senator inquired about the pre-requisites for the 400 level courses. A guest noted that there were very few pre-requisites generally.

The proposals passed unanimously.

A quorum was lost at 4.58pm, after which time conversation proceeded informally.

Respectfully submitted,
Joe Moffett, Faculty Senate Secretary

[Approved by Senate 10/31/2016]