

**Minutes of Faculty Senate, 9/26/16 Meeting
123 Hathaway Hall**

Senators

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

Mara Merlino (BSS)
Tierra Freeman (BSS)
Shelia Stuckey (Library)
Jennifer Miles (Distance Edu)
Chandee Felder (Senate Admin)
Abdul Turay (Business)
Elgie McFayden (Faculty Regent)
Tom Webster (AFE)
James Obielodan (Grad Director)
Donavan Ramon (WYS)
Cynthia Shelton (WYS)
Fariba Bigdeli-Jahed (Math & Sci)

1. Call to Order

The meeting was called to order at 3:12pm. At that time, fourteen senators were present.

2. Approval of agenda

A motion to approve the agenda was made and seconded. It passed unanimously.

3. Approval of minutes

Minutes from the 9/12/16 Faculty Senate meeting were passed with no amendments.

4. Report of the Academic Policies Committee – Joe Moffett

Chair Moffett said that at APC's last meeting, two items were discussed. The first was a proposal from Suzette Polson. Dr. Polson found that language that indicated how many IGS courses transfer students must take was missing in the most recent catalogue. The last time this language appeared was in 2012-13 catalogue, and there did not appear to be

any official effort to remove it. Her proposal was to restore this language. One senator expressed the opinion that if this information was dropped due to editorial error, it should be restored and therefore did not need to be an action item.

A guest suggested that John Martin should be consulted to see if this change was intentional. Another guest noted the change from 12 hours to 9 for IGS courses happened around that time.

A motion passed to extend discussion for 5 minutes.

A guest suggested that CC might be the better committee to address this issue. Chair Moffett agreed to speak with Chair Andries about the matter.

The other focus of APC's most recent meeting was the revised online program proposal. The committee has been working through each suggestion Jennifer Miles has made on the document. The committee had a few questions for Ms. Miles, which Chair Moffett has asked her to address. President Sipes asked if Chair Moffett expected the item to come before senate at the next meeting. He affirmed that it would.

5. VPAA Dr. Jackson

Dr. Jackson distributed pins celebrating KSU's 130th anniversary. She noted that enrollment looks very good. The university recently picked up around 70 students from ITT, mainly in nursing. She expressed appreciation for the help from faculty in the sciences and psychology to be sure these students were placed in the proper courses.

Dr. Jackson noted that Academic Affairs is working to establish pathways for students to move from the dual credit program toward a degree.

The Graduate Council seeks to strengthen our graduate programs. It too will work to ensure there are pathways from other institutions into our programs. Dr. Jackson then opened the floor for questions.

Chair Glass of PCC stated that her committee had tendered a memo to Academic Affairs that included 8-10 questions about professional concerns pertinent to faculty. Chair Glass asked Dr. Jackson about the wording on page two of the current organization chart. It notes that chairs and deans in the new organizational scheme will be appointed. Dr. Jackson responded that this was the recommendation of the Registry and that in some cases searches will be undertaken. She stressed that the organizational chart is a living document. The VP wants to do whatever is best for the institution, and that will determine when appointments are made and when searches are undertaken. Chair Glass asked when we will know which positions require which approach; Dr. Jackson replied that these matters are yet to be decided.

Faculty Regent McFayden asked if dual admits are considered part of this year's incoming class, to which VP Jackson responded that they are part of the total number of

students, but they are categorized into their own group. Regent McFayden expressed concern that we are including these students in the enrollment number around which we build our budget. He noted this had been done in the past to poor effect. VP Jackson indicated that Greg Rush and his team will work on a budget based on fulltime enrollment. President Sipes asked what that number was and Dr. Jackson replied it was around 1,700.

A senator asked how many associate's degrees we offer, and VP Jackson noted we have two (in nursing and liberal studies).

Regent McFayden then asked if Whitney Young would have a dean or not. He noted that there could be an issue with commensurate salaries if other areas have a dean and WYS has a director. He also expressed concern that all endowed chairs are concentrated in one area. VP Jackson replied that her office is working on the placement of endowed chairs, and she pointed out that WYS is not to be degree-granting; instead it will focus on being a center for global leadership.

President Sipes inquired if faculty will be offered an opportunity to give input about the reorganization. VP Jackson indicated she will meet with colleges and chairs, probably starting in late October.

A senator asked about the organization chart's proposed Division of Mathematics, Computer Science, and Sciences. He wondered how it aligns with the strategic plan. VP Jackson indicated that once the Board approves the strategic plan we can discuss how its parts align with university reorganization. The senator went on to point out that this division would contain 23 faculty members—too large a group. He expressed concern that this could create issues for program-level accreditation in the future. The VP reassured senate that the university would be sure all units are aligned properly, and she stressed that we want to avoid working in a vacuum. As an example of working across the university, she pointed to the proposal for online program still in progress with APC which had most recently been reviewed by Jennifer Miles since her office would need to offer input on any policies regarding online courses.

Regent McFayden asked about the difference between the Office of Faculty Development / QEP and the Office of Continuing and Distance Education. VP Jackson noted that they have separate purposes: Continuing and Distance Education is focused on course delivery; the Office of Faculty Development is intended as a means of offering faculty support.

Regent McFayden inquired as to whether this reorganization was intended to increase efficiency, streamline programming, save money—or if it had some other purpose. The VP confirmed that the change will increase efficiency and university effectiveness.

A guest registered concern about the way, on the organizational chart, chairs are granted a 25% reduction in teaching load. The VP indicated those numbers were recommendations made by the Registry. The guest went on to explain that a STEM

division would be very large to manage, even if the chair had 50% reduction in teaching load. The guest hoped that more release time for chairs and deans would be considered.

The guest then asked if there were job descriptions available for the chair and dean positions. The VP responded that these descriptions will be drafted with faculty input. The descriptions will be sent out for feedback when the time arrives.

The guest went on to comment on the layers of administration (deans, chairs, coordinators) and noted that coordinators need compensation. The VP responded that she is aware that compensation for coordinators is not consistent across the campus and that we need to work to be sure compensation is fair.

A senator pointed out that many of these issues would be good to discuss in a strategic plan committee, and he asked if there were any plans to reform one. The VP noted that the Board of Regents requested a draft of a plan be ready for the October Board meeting, and that we need to be sure all units are aligned. We must break down silos at the university.

Another guest echoed the concern that some coordinators are not compensated and VP Jackson indicated those situations should be reported to her. Chair Glass noted this was an issue she was going to bring up during her committee report.

President Sipes asked if there is an organization chart for the student affairs side of the university, and if so, whether it would be made public. VP Jackson responded that there was some movement in student affairs and she needed to examine its organization again before making a chart public. Nevertheless, she will do so soon and wanted everyone to know that she is invested in transparency.

Chair Glass added that the present conversation had covered many of the issues PCC wanted to raise in its memo. One item, however, that had not been addressed is the Associate Provost position on the chart. VP Jackson responded that that position is connected to her office with a dotted line to indicate it has not been decided if it is necessary; she has no immediate plans to fill this position.

Chair Glass went on to ask for the timeline of any chair or dean searches. VP Jackson said we are looking at the beginning of November.

A guest asked if dual enrollment courses fall under the Office of Continuing and Distance Education, to which the VP replied they do not.

VP Jackson shared that she is looking to acquire a faculty house to serve as a meeting space. A senator asked if the blue house could be used for this purpose, but VP Jackson noted that someone already has designs for it.

A motion was passed to extend time for 10 minutes.

A senator asked about the chart's indication that a single dean would oversee two divisions (AFE and Aquaculture) and Land Grant. The VP confirmed that Land Grant would be separate and that an updated organizational chart reflects this difference.

VP Jackson promised to work on getting caught up on emails. She noted that sometimes work is going on behind the scenes while she is waiting to respond. She said she did not mind read receipts if senders want to be sure she has received emails.

VP Jackson noted that we must be certain to have items to CPE by the deadlines. She has recently submitted two reports to the Council on time.

Chair Rye indicated that BASC is still waiting for documents on the budget from the President's Office, especially information on how the reorganization will affect the budget. VP Jackson promised to check on that request.

6. Report of the Budget and Academic Support Committee – Reba Rye

Chair Rye explained that BASC was still waiting on a line item budget from the President's Office. It also hoped to see copies of any documents/recommendations the Registry had submitted and other documents noted in the BASC report and minutes. Chair Rye said that the representatives of the committee will meet with President Thompson on 10/4. She invited the Senate President to come.

At its meeting, BASC discussed the issue that promotion is still on hold even though tenure has been brought back. There are three ways by which salaries could be raised at the university. One would be a merit-based system. Chair Rye noted that faculty are hired at the bottom of one level and when they get an increase, they are then at the bottom of the next level and even that option has been suspended for a total of 5 years under the Sias, Burse, and now Thompson Administration. Another method would be a COLA increase; the last one was over three years ago and that was the first in several. Chair Rye said that student tuition has been increased and possibly administrative salaries have increased in the interim, but faculty salaries have remained static. She reiterated that BASC needs that data. Finally, the university can undertake an equity study. BASC will review a study that compares budgets and salaries at public Kentucky universities. Chair Rye noted that according to a CPE published chart (2003-2013), KSU is the only state institution without an increase in its instructional budget despite the fact that the overall operating budget has increased \$20m during the same span of years. (See attached document.)

BASC is interested in surveying units about budgets. BASC would like input from faculty and Chair Rye asked for unit coordinators to contact her. President Sipes asked if the current year unit budgets were based on last year's actual spending. Chair Rye replied that she did not know, but that she can confirm that the budget in her area has been cut.

VP Jackson confirmed that the operating budgets for units were based on what they expended last year. A non-senator pointed out that last year we were under an emergency operating budget hold.

VP Jackson explained that the budget will continue to be tight. She noted that she does not approve the budget. Since the university was running a deficit, it needs to be stabilized, financially, before we can see increases in the budget. Nevertheless, if any unit is in need of resources that are mission-critical, faculty are urged to contact the VP to see if accommodations can be made.

VP Jackson stressed that she is aware that faculty have not seen salary increases in some time. She hoped that faculty were able to clear at least \$1,000 through the etext stipend as a measure toward addressing that issue. She is working with HR on salary issues and she shares faculty concerns.

Chair Rye expressed appreciation, and optimism, for a better working relationship with the VP's office. She hopes to see the VP serve as an advocate of instruction, and she would like the VP to meet with BASC.

Chair Rye went on to say that BASC asked Institutional Research for information on fall enrollment, broken down according to full-time, part-time, dual enrollment, and Donovan Scholars. Since the university has a 11/1 deadline for reporting official 'clean' enrollment data to CPE, Director Ms. Susanto said this information would be forthcoming to BASC at that time. Chair Rye wondered if the circulating number of 1,694 students included part-time and dual credit students. She noted we have not seen a breakdown of FTE and its effect on meeting budget projections.

7. Report of the Curriculum Committee – Ken Andries

Chair Andries reported that CC did not meet since it did not have any action items. He anticipated some items for the upcoming meeting date.

CC forms have been sent to the senate administrative assistant to make available on the website. President Sipes confirmed that those forms are on the site.

Chair Andries said that CC sent to the Registrar those action items from last year that were related to course changes. This information included the date the items were passed in senate so that the minutes could be consulted as necessary. Chair Andries anticipates the changes will be in place for the spring term. Curricular changes still need to be processed through the VP's office. The committee is still working on seeing items through that process.

8. Report of the Professional Concerns Committee – Cindy Glass

Chair Glass noted that most of the issues PCC discussed have been covered already. The committee met informally. Aside from questions about the organizational chart, PCC is

still examining tenure and promotion benchmarks. The committee has reviewed the benchmarks for different divisions and is concerned about subjectivity in those standards. Solutions considered by PCC include a kind of expanded Likert scale and a written narrative. PCC is also engaged in a discussion about what to do with evaluation forms.

Chair Glass cited the memo she sent to VP Jackson and that she had also sent to President Sipes. PCC wondered what the duties are of the proposed Associate Provost, and it wanted more details on the role of new offices that have been created. Chair Glass reiterated that PCC discussed the proposed deans and chairs according to the organizational chart and wondered whether those positions would be filled by searches or not. Since the VP has confirmed that the org chart is a living document, some of these questions seem less relevant now. The committee discussed the three year terms listed on the chart as well as echoed the concern regarding one chair serving a very large Division of Mathematics, Computer Science, and Sciences, especially with only a 25% course reduction. The committee wondered if the chart included unfilled lines (PCC found some instances where the number listed does not reflect current staffing). It also wondered if chairs and deans will sign nine month contracts and if all coordinators will be compensated equally.

9. Faculty Regent Report

Faculty Regent McFayden had to leave the meeting early, but President Sipes shared that Regent McFayden said there was nothing new to report.

10. Other Business

New senator Alice Collins was recognized. She will represent Nursing.

VP Jackson reminded senate that her convocation would occur at 11:00am on 9/27 in Bradford.

A motion to adjourn carried at 4:09pm.

Respectfully submitted,
Joe Moffett, Faculty Senate Secretary

[Approved at the 10/10/2016 meeting by Senate as distributed]