

**Minutes of Faculty Senate, 8/22/16 Meeting
123 Hathaway Hall**

Senators

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

Peter Smith (LLP)
Steve Ulrich (PUA, CJ, SW)
Changzheng Wang (at large) A

Ex Officio Members and Guests

Aaron Thompson (President)
Candice Love Jackson (Acting VPAA)
Deneia Thomas (Assoc. VP)
Elgie McFayden (Faculty Regent)
Kirk Pomper (Interim Dir. Land Grant)
John Sedlacek (AFE)
Cynthia Shelton (WYS)
Bekele Tegegne (Library)
Bruce Griffis (Math & Sci)
Fariba Bigdeli-Jahed (Math & Sci)
LeChrista Finn (AFE)
John Poole (Pearson)
Michlene Healy (Pearson)

1. Call to Order

Faculty Senate President Sipes called the meeting to order at 3:12pm. A show of hands was requested to indicate number of senators present. Twelve people raised their hands.

2. Approval of Agenda

President Sipes asked for approval of the agenda. A senator made the motion and another seconded it.

3. Introduction of Senators and Non-Senators

President Sipes asked for senators to introduce themselves. After all had done so, President Sipes thanked everyone for service. Non-Senators, Ex-officio members, and guests also introduced themselves.

4. Overview of forthcoming issues

President Sipes noted that Senate has much work to do this year. She announced that APC and PCC would work together on several issues, including updating the Faculty Handbook and reviewing processes for Tenure and Promotion, program review, Post-Tenure Review, and scheduling of classes. She noted that CC would examine the recommendations made by The

Registry about the university's general education requirements, as well as changes to the Whitney Young program. BASC will work on the strategic plan.

5. President Thompson

University President Thompson introduced himself and noted that he attended the meeting because he wanted to address senate directly. He stressed the importance of shared governance and that faculty should be a part of that process. He promised transparency. Through working with CPE he was intimately familiar with KSU's challenges before coming to campus. He apologized that faculty could not be more intimately involved with the planning to switch over to e-textbooks, but the situation required swift action.

President Thompson evoked a number of the recent challenges faced by the university—organizational confusion, low enrollment, student success, negative media coverage—and emphasized that he hoped to generate positive press and called on the faculty to help. Citing the balanced budget, he noted that the university is at a sustainable place to grow and its small size offers it the ability to be cutting edge. While the university did not get all it had asked for from CPE (i.e., tuition stabilization funds), it did benefit from not having its budget cut like the other public universities, and it had land grant funds matched. The Board has charged the president with getting things done that have not been achieved in the past few years, but he did not specify what those items were.

One senator asked the President about low ACT subscores among first year students. The Senator noted he had some students with a subscore of 10 in English 101. He also noted concern about the exceeding of caps in English 101 courses from 20 to 25. The President responded that a sophisticated metric was deployed to determine students who would likely succeed at the university. He noted this is a triangulation approach that considers not only ACT scores, but also high school grades and other evidence of student motivation (such as leadership roles). He stressed that by itself, the ACT is not sufficient for predicting student success. Nevertheless, students who may be at risk will be closely monitored through intrusive advising and they will be coached on a "learning path" that ensures their progress is charted.

The Faculty Senate Parliamentarian indicated time was up and a motion was passed to extend time for ten minutes.

The President stressed that this year would serve as baseline data for the 2+2 program. A senator asked for clarification on the program and the President noted that students admitted under these auspices would earn a "milestone" degree and then, the university hopes, move on to a four year program. The development of milestone certificates, in addition to the associate's degree, will be considered.

Time was again extended through a motion. A senator asked about the previous administration's plan to build the budget around a projection of 600 new students. The President said that he did not feel this number was realistic and that he budgeted for 350 new first year students and 150 transfers. At present the university may be a little short on those numbers, but that possibility was anticipated in the final budget.

6. VPAA Dr. Jackson

Vice President Jackson reiterated the work for faculty senate this year (working on the faculty handbook, reviewing tenure and promotion processes, etc.). She emphasized that the Board has agreed to allow the return of tenure, but promotion will remain suspended. Those who are eligible for tenure review will be notified. One senator asked about the possibility of early tenure and the VP responded that she would want to be sure someone is not going up too early, but that early tenure could be considered on a case-by-case basis. If anyone had submitted a dossier and had not yet been considered due to the moratorium on tenure, he or she could retrieve the dossier and add items. Faculty who have gone through Post-Tenure Review should be sure to retrieve their dossiers. President Thompson affirmed the value of having tenure and promotion as separate processes.

The Board has approved the re-organization of the university starting in fall 2017. The Faculty Regent asked if there would still be dialogue on these changes. The VP affirmed there would be.

VP Jackson noted the importance of grant seeking and that we have a subscription to a database that allows searching for grants. She mentioned that general education review needed to be undertaken and reminded everyone that we are working on our SACSCOC reaffirmation for 2019.

VP Jackson reminded faculty about the upcoming Convocation. She also noted that she would like to see more interaction between departments and their students. The EAB Student Success Collaborative software will be essential to tracking student / faculty interaction, especially for the 2+2 program. The university is also looking at a centralized advising model; students need to be well prepared for professional and graduate school.

The VP reminded President Sipes that the faculty senate website needs to be updated. President Sipes indicated it was underway.

The university catalogue is up; the VP asked for emails if there are problems with the catalogue. Students are required to follow catalogue of entry. Discussion ensued where a senator noted that in the past students could change to a newer catalogue, but the VP reiterated students need to stick with their catalogue at the time of matriculation so that they would not be slowed on progress toward graduation. A senator asked if the catalogue stated an attendance policy and the VP confirmed that it does.

A senator asked about the status of CC items passed through senate in the spring. The VP indicated she would work with appropriate parties to trace where items are in the review process.

7. Michlene Healy, Pearson Higher Education

President Sipes introduced Michlene Healy and John Poole from Pearson who attended the meeting so they could answer questions. Healy reiterated that Pearson is available to help and

that this should be viewed more as a partnership than a typical vendor / customer relationship. She noted that there are plans for discipline-specific reps to come on campus.

If Pearson could not supply a digital copy of one its books, complementary print copies were ordered and could be picked up in the Bookstore. Desk copies for faculty needed to be obtained through the appropriate sales rep.

A guest expressed concern that books might be out of date for his discipline since it was rapidly changing. Ms. Healy noted that faculty could change books each term and the new books were being digitized on an ongoing basis. She pointed to Smarthinking to help students who are challenged by etexts.

President Thompson noted that Pearson has been great to work with, and he reiterated that he has appreciated the faculty getting on board with the adoption of etexts.

President Sipes said she was still working through all emails regarding etexts and asked for patience.

8. Faculty Regent Report

Faculty Regent McFayden offered a brief overview of the last Board meeting. He noted changes that were approved in the organization of the university. He indicated he is the chair of external relations and noted that KSU's investment portfolio had recently picked up \$2.5 million; he made a request to President Thompson to draw down \$1 million for a one-time salary stipend to faculty.

Regent McFayden registered his concern about Post-Tenure Review. He noted that faculty put a good deal of energy into it when notified and that this forces them to put other important work on hold. He argued that faculty already go through an annual review.

The Faculty Regent expressed a desire to see the development of an enrollment management plan, but he praised the current administration as the best he has worked with. He noted their hard work, going so far as to clean dorm rooms in anticipation of the arrival of students.

Two senators expressed concern that the Faculty Regent had recently accepted a departmental chair position. It was noted that one is not supposed to hold an appointed position while serving in an elected capacity. The Regent responded by noting he was in compliance with KRS and that he had fulfilled part of his yearly teaching duties in the summer. He also argued that similar dual positions had been held by faculty in recent years. President Sipes promised that the situation would be addressed in committee.

9. Break-out into individual committees for election of Chairs, Vice-Chairs, and Secretaries.

Senate committees will be constituted as follows:

Academic Policies Committee – Hathaway Hall 314

Joe Moffett (LLP), Chair
Ashok Kumar (at large), Vice Chair
Ibukun Amusan (Math & Sci), Secretary (fall term)
Maheteme Gebremedhin (AFE), Secretary (spring term)
Nancy Capriles (BSS)
Nkechi Amadife (Library -- non-Senator)

Budget and Academic Support Committee – Shauntee Hall 100

Reba Rye (at Large), Chair
Peter Smith (LLP), Vice Chair
LeChrista Finn (AFE -- non-Senator), Secretary
Vikas Kumar (AQU)
William Graham (EDU)
Li Lu (Math & Sci)
Sunday Obi (EDU -- non-Senator)
Rene Desborde (BUA -- non-Senator)
Mike Unuakhalu (Comp Sci -- non-Senator)

Curriculum Committee – Library 2nd Floor Conference Room 219

Ken Andries (AFE), Chair
Changzheng Wang (at large), Vice Chair
Dantrea Hampton (Library), Secretary
Gary Elliott (WYS)
Robert Griffin (FIAR)
Narayanan Rajendran (at large)
Donavan Ramon (WYS -- non-Senator)

Professional Concerns Committee – Hathaway Hall 224

Cindy Glass (BSS), Chair
Steve Ulrich (PUA, CJ, SW), Vice Chair
Buddhi Gywali (AFE), Secretary
Robert Hebble (Math & Sci)
Abdullah Alhurani (Nursing)
Jens Hannemann (Comp Sci)
Fariba Bigdeli-Jahed (Math Sci -- non-Senator)
Mara Merlino (BSS -- non-Senator)

10. Adjourn

A motion to adjourn the meeting passed at 4:40pm.

Respectfully submitted, Joe Moffett, Faculty Senate Secretary

[Approved, as distributed, by Senate at the 9/12/2016 meeting.]