

Kentucky State University Faculty Senate Minutes

September 11, 2017

	<u>SENATORS</u>	<u>UNIT</u>	<u>Ex Officio Members & Guests</u>
	<u>Amusan, Ibukun</u>	<u>Math & Science</u>	President Christopher Brown
	<u>Andries, Kenneth</u>	<u>AFE</u>	Faculty Regent Elgie McFayden
	<u>Desborde, Rene</u>	<u>Business</u>	Walter Malone, III, Director Academic Advising
	<u>French, Asha</u>	<u>LLP</u>	Mr. Travis Haskins, Academic Advising
	<u>Gebremedhin, Maheteme</u>	<u>AFE</u>	LeChrista Finn
	<u>Gibson, Caroline</u>	<u>Fine Arts</u>	Mara Merlino
	<u>Gilliam, Erin</u>	<u>BSS</u>	Shelia Stuckey, Director Blazer Library
	<u>Griffin, Robert</u>	<u>Fine Arts</u>	Sharon McGee
	<u>Gyawali, Buddhi</u>	<u>AFE</u>	John Sedlacek
E	<u>Hampton, Dantrea President</u>	<u>Library</u>	Joanne Bankston
	<u>Hannemann, Jens</u>	<u>Computer Science</u>	James Obielodan
	<u>Kumar, Vikas</u>	<u>AQU</u>	Roosevelt Shelton
	<u>Lu, Li</u>	<u>Math & Science</u>	
	<u>Marraccini, Patti</u>	<u>Nursing</u>	
	<u>McKay, Marlin</u>	<u>Fine Arts</u>	
	<u>Rajendran, Narayanan</u>	<u>At-Large (MASC)</u>	
	<u>Ramon, Donavan</u>	<u>Whitney Young</u>	
	<u>Reilly, Wilfred Parliamentarian</u>	<u>BSS</u>	
	<u>Rye, Reba Secretary</u>	<u>At-Large (FA)</u>	
	<u>Sharma, Rita</u>	<u>Math & Science</u>	
E	<u>Sipes, Kimberly</u>	<u>At-Large (BSS)</u>	
	<u>Smith, Peter Vice-President</u>	<u>LLP</u>	
	<u>Ulrich, Stephen</u>	<u>PUA, Social Work</u>	
	<u>Vacant</u>	<u>Nursing</u>	
	<u>Vedder, Catherine</u>	<u>LLP</u>	
	<u>Walston, Herman</u>	<u>Education</u>	
	<u>Wang, Changzheng</u>	<u>At-Large (AFE)</u>	

The second regularly scheduled meeting of the AY 2017-18 Faculty Senate was called to order at 3:11 pm on Monday, September 11, 2017, Hathaway Hall 123. The agenda was approved and minutes of the August 12, 2017 Faculty Senate meeting was approved with no amendments. Vice-President Peter Smith presided due to excused absence of President Dantrea Hampton.

President's Report: Delivered by Vice-President Smith

Mara Merlino has stepped down as Tenure & Promotion Committee chair and Ashok Kumar, former Vice-Chair, is now Chair.

Report Provost/Vice-President Academic Affairs:

Provost Dr. Debbie Thomas was not present.

Report Academic Advising:

Dr. Walter Malone, III and Mr. Travis Haskins discussed the role of the Academic Advising Center. They are looking to build stronger rapport with various constituents across campus to avoid misplacement of students. A handbook/guidebook is being put together to that end, with input from chairs and the Advising Counsel. The goal is consistency and clarity of communication across campus. A Senator said that some chairs did not solicit input from faculty. Dr. Malone said this was just the first step and they would be talking with faculty as well.

A Senator inquired if the Advising Center has ladder curriculum guides-sheets for all the various degrees. Dr. Malone said they need to make sure all are up to date with each department. The Senator pointed out that faculty in his unit had to change schedules from classes their majors do not require to their own specific requirements. Dr. Malone suggested they meet to make sure the center knows of those requirements. Mr. Haskins pointed out that is exactly the kind of dialogue that needs to happen. Dr. Malone said the goal is to build a community of support around the student and their work goes beyond scheduling classes.

A Senator inquired why faculty cannot register their majors and Mr. Haskins said, "We can look at that", but currently the technology is not in place.

They said that if faculty have further questions to communicate via email and request an appointment. Today's purpose was an introduction on which to build.

President M. Christopher Brown:

President Brown thanked the faculty and Senate for their hard work beginning a rough semester and acknowledged the challenge of overcrowded classes. He addressed issues of protocol and procedure, saying the university has previously operated with a model of "all hands on deck" that will portend for us a unique challenge as we prepare for SACS. In the nexus between faculty and administration one thing steady has been the Board of Regents. He reported that questions relating to the dean structure were sent to the board and then a second correspondence sent that related to the academic reorganization budget plan. He was provided by President Hampton a copy of the Budget & Academic Policy Committee's minutes that raise questions about the dean structure. He said administration must consider how the dean structure aligns with the strategic plan and SACS accreditation.

A non-Senator inquired of the hiring process for deans. President Brown said the probable first step is to make interim appointments from existing faculty, and he expected existing chairs would receive those interim appointments. Selection of permanent deans would be the result of faculty advised Search Committees.

A non-Senator inquired if nominations are to be accepted. President Brown said nominations should be submitted to Provost Thomas and that the timetable will be faculty driven. He contended that the decision to go to the one dean model was appropriate when the university was on a downturn in enrollment and “close to closing”. He expects the multiple dean model to produce a decline in faculty grievances since deans can address issues as they arise.

President Brown said maybe he needs a “roundtable” with faculty. He cautioned against a “limited resource mindset” that implies when resources are given to one area it is taken from another. Regent McFayden informed him a faculty member said if the multiple dean model is reinstituted it will impact resources available for unfilled faculty positions.

(The document presented to the Board of Regents as budgetary justification for the multiple dean model was projected, with BASC’s commentary on questionable sections and data. See attachment)

Vice-President Smith asked how decisions were made as to which chair positions to “snip” and which to keep. He contended that LLP is the largest area on campus and is the lowest paid by far. Who will do the work and run LLP? President Brown said he had not been aware of the second page of the budget justification document presented to the board and he will not “ax” LLP at all since it “makes no sense”. He indicated he needs “table time” with Provost Thomas.

Secretary Rye pointed out that Mass Communication and Speech/Communication are part of the division as well as Literature, Languages and Philosophy.

A Senator asked if a job description for deans has been created and, if not, what will be the process. President Brown replied that he assumed they existed and that he does not micro-manage on the faculty side.

A non-Senator contended that the Division of Behavioral and Social Sciences is now slightly larger than LLP with Criminal Justice students entering their division. Vice-President Smith disagreed.

Senate approved a 10 minute extension of time.

A non-Senator inquired when the Department of Families & Nutrition would have a chair. President Brown said not yet, but that could possibly eventually happen.

A Senator asked when the previously reference ‘general storehouse’ for supplies would be created and President Brown replied next year. The Senator inquired about students not having access to printers and low operating budget in his area that is already depleted. President Brown said that budgets were “cut and pasted” from last year, necessitated by the short time for budget approval. He agreed that the way the budget was set up makes no sense. For example, the Library has only \$400 for travel and that is insufficient.

Secretary/BASC Chair Rye asked why a full-time position was cut from Studio Art, one of only two full-time positions in the area. President Brown replied that could not have happened since the budget was literally cut and pasted from the FY17 budget. An exchange ensued with no resolution.

A Senator asked why there is not a STEM college, as recommended by The Registry. President Brown replied that if numbers and data support the creation of a STEM college that could happen, and there is nothing stopping faculty from making that change and moving forward. He also agreed that too much money was paid to The Registry.

A non-Senator inquired of the timeline for the new academic organizational chart and President Brown replied that he had inquired of Provost Thomas and she had indicated a reply within 24 hours. He wants to move forward quickly.

DOFA Chair Dr. Roosevelt Shelton pointed out that there are no funds for travel. President Brown offered no resolution. The chair asked for clarification regarding budgets for institutional membership dues and President Brown replied if there are not funds for such it is “on the chair” because he had asked for all to be include in a line-item in the President’s budget. The Chair informed he had no input. President Brown said a secretary had put the list together. There was no resolution.

Dr. Shelton asked for clarification on President Brown’s comments about STEM and Liberal Studies being incongruent. President Brown replied they are not incongruent but rather different. The Chair asked for enlightenment. President Brown explained that while the cost to develop a major in liberal arts is just as expensive as in STEM the output is different. Consideration of degree production FTE cannot be the sole measure. FTE is always higher in English than, for example piano, and the cost of piano is unique and must be treated differently.

Senate approved a 3 minute extension for discussion.

A Senator asked about the elimination of coordinator positions in the academic reorganizational chart and inaccurate “savings” reported in that category on the chart. President Brown replied there are no changes to current contracts and immediate deletion of coordinator positions was not a board action. He said the board changed academic structure and the submitted chart was a ‘worksheet’ going forward and no more than “toilet paper”. He said that Rayla Smoot, Director of Human Resources, provided a count of the highest volume departments, and the cost of deans depends on the number of graduates/students in each discipline. He said the document was only a worksheet to show the impact on the budget with reinstitution of multiple deans because it was requested by a board member.

Another non-Senator asked if the intent is to remove funds in the budget for coordinators. President Brown said no. She restated the question of whether this is true for the current year and/or next academic year. There was no resolution, but President Brown said no one’s contract for this academic will be changed. Faculty Regent McFayden pointed out that the question is whether there are more administrators or not.

Curriculum Committee:

Chair Andries reported the committee met twice, August 25th and August 28th. There are no action items to present. They reviewed procedures and areas appropriate to work with the BASC, such as consultation when reviewing curriculum items as they relate to budget. He stressed importance of

adherence to deadlines for curriculum action items, first Monday in October and first Monday in March. They discussed policy on acceptance of electronic signatures needs to be addressed.

Academic Policy Committee:

Chair Gebremedhin reported the Registrar requested a change to application for graduation due dates in order to make schedule deadlines consistent and to add a December schedule. Action Item **FSAPC-17-18-01** passed with unanimous voice vote.

Professional Concerns Committee:

Chair Reilly reported that the PCC discussed clarification of status of past action items.

Action Item **FSPCC-17-18-01**, which addresses revisions to the Faculty Handbook on Tenure & Promotion, was presented and discussed. The revisions were discussed extensively in the FY2016-17 Faculty Senate and then disseminated to the full faculty last year, with little additional suggestions. **FSPCC-17-18-01** passed unanimously by voice vote with one friendly amendment that the percentage of Divisional meetings required be changed from “not less than 75%” to “more than 50%”.

PCC discussed that recognition of retirees across campus has been inconsistent and possibly policy to address a standard should be considered.

Budget & Academic Support:

Chair Rye referred to initial analysis by BASC of the Academic Affairs Restructuring Plan and data. She said faculty and the Faculty Senate was not consulted for input and review, and the faculty Senate members present at the Board meeting received a copy from the press. Several accounts of savings were called into question. (See attached BASC #1 AA Restructure Plan).

- Error: “Total Savings” count, as presented, should be \$2,380,689 instead of \$2,280,698, a difference of \$120,000.
- The **Employment List Jan 29, 2016 Institutional Research** shows 13 paid Area Coordinators, totaling \$37,000. Even if there are another 6 now (Academic Affairs savings chart lists 19), at the highest rate of \$3,000 the total would be \$55,000, not \$63,000 as reported.
- Elimination of the Area Coordinator positions would be the equivalent of a pay cut for those faculty members, and the work they perform at the unit/degree level would still have to be completed.
- Cost of Dean office operating expenses and administrative secretaries was not included.
- Rationale is not provided for eliminating the Chair position for LLP which is the largest unit, per faculty and students served. Mass Communication and Speech/Communication are in LLP as well.
- Rationale not provided for retaining Chair positions in low production units, per students served and degree production.
- No analysis of percentage of stipend for administrative duties saved with eliminated positions, when such tenured faculty go back to academic units to teach. Total salaries cannot be counted as “savings”.
- Percentage of new administrative positions that will be dedicated to teaching not given.

- Questionable College structure. Math/Science is housed in College of Humanities and Social Sciences.
- While it is proposed that Interim Deans will be appointed “most likely” from existing faculty, a national search for permanent positions could possibly result in four new hires from outside whose primary role is administrative.

Extensive discussion pursued and **FSBASC-17-18-01**, an Action Item in non-support of the multiple Dean model, was tabled at the request of Chair Rye to allow sufficient time for more extensive research and analysis by the committee of the document presented to the Board. Additional data will be requested from Institutional Research, including enrollment data that reflects dual credit students and an updated **Current Employee List per Primary Assignment** from Institutional Research that includes Area Coordinators and other stipends.

She said the BASC members agreed this was an unproductive beginning in the pursuit of collegial governance relating to the responsibilities of BASC and APC as outlined in the KSU Committee Book and the Faculty Senate Constitution. The committee will follow-up with President Brown’s statement in Encampment in which he verified policy will be followed relating to the duties of both BASC and the university-wide Finance and General Purpose Committee.

Faculty Regent Report:

Regent McFayden gave a verbal report. He said first he wanted faculty to know that the document outlining budgetary savings presented to the Board of Regents was presented to members of the board immediately before the presentation by Provost Thomas and he did not have time to fully evaluate. He was just glad to see no faculty positions were in it for elimination and thus voted aye to approve the Academic Affairs Restructuring plan, making its approval unanimous.

A non-Senator inquired if there has been discussion at the Board level of Tenure & Promotion and Regent McFayden said there has not.

A Senator questioned the rationale for the Tenure and Promotion Calendar holdup until approval of the academic restructuring plan. She did not see the necessity and inquired when the Provost would issue a calendar. Regent McFayden did not have any additional information to provide.

A Senator said the new holiday schedule needs to be posted somewhere and made clear to faculty and staff.

Senate adjourned at 5:00 pm.

Minutes Submitted by: Reba Rye, Faculty Senate Secretary