

Kentucky State University Faculty Senate Minutes

October 30, 2017

	<u>SENATORS</u>	<u>UNIT</u>	<u>Ex Officio Members & Guests</u>
	<u>Amusan, Ibukun</u>	<u>Math & Science</u>	Phillip Clay
E	<u>Andries, Kenneth</u>	<u>AFE</u>	Provost VPAA Debbie Thomas
	<u>Desborde, Rene</u>	<u>Business</u>	Faculty Regent Elgie McFayden
	<u>French, Asha</u>	<u>LLP</u>	Director Graduate Studies James Obielodan
E	<u>Gebremedhin, Maheteme</u>	<u>AFE</u>	Mara Merlino
E	<u>Gibson, Caroline</u>	<u>Fine Arts</u>	Debbra Tate
	<u>Gilliam, Erin</u>	<u>BSS</u>	Tierra Freeman
	<u>Griffin, Robert</u>	<u>Fine Arts</u>	Abdul Turay
	<u>Gyawali, Buddhi</u>	<u>AFE</u>	Arthur Hayden
	<u>Hampton, Dantrea President</u>	<u>Library</u>	Roosevelt Shelton
	<u>Hannemann, Jens</u>	<u>Computer Science</u>	Joe Moffett
	<u>Vacant</u>	<u>AQU</u>	Sharon McGee
	<u>Lu, Li</u>	<u>Math & Science</u>	Shelia Stuckey
	<u>Marraccini, Patti</u>	<u>Nursing</u>	Laurent Vesely
	<u>McKay, Marlin</u>	<u>Fine Arts</u>	Ashok Kumar
	<u>Rajendran, Narayanan</u>	<u>At-Large (MASC)</u>	Laura Cullen Glasscock
	<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>	
	<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>	
A	<u>Walston, Herman</u>	<u>Education</u>	
A	<u>Wang, Changzheng</u>	<u>At-Large (AFE)</u>	

The fifth regularly scheduled meeting of the AY 2017-18 Faculty Senate was called to order at 3:11 pm on Monday, October 30, 2017, Hathaway Hall 123. The agenda was approved with no amendments and minutes of the October 16, 2017 Faculty Senate meeting were approved with no amendments. (Minutes presented for approval was corrected version of what was sent out with meeting notice, per President Hampton and Secretary Rye corrections)

Secretary Rye requested guests print names for accurate attendance roster.

Senate President Report:

President Hampton raised the question of how to determine if Senator absences are registered as “excused”, per inquiry of Secretary Rye. Discussion ensued and it was the consensus that notification of inability to attend should be accepted as “excused” until such time as excessive absences hinder the Senator’s ability to represent her/his respective unit. At which time Senate leadership will contact the unit and inquire if faculty deem adequate representation.

Mary Henson has been employed to replace Jennifer Miles and oversee Blackboard.

EXCOM and BASC members met with President Brown and his Counsel as suggested at the last Faculty Senate meeting. Information listed under BASC Chair’s report.

Faculty are encouraged to attend the SACS workshops this week with consultant Silver, of which we were informed this morning.

KTRS Information Session, Debi Newman:

Debi Newman, Director Benefits KTRS, presented an overview of the legislation under consideration related to Kentucky Teachers’ Retirement System. She said that her staff is receiving information via the press, just as we are, but provided an information handout of the 505 page proposed bill. An attorney in her office is going through the bill to identify all significant changes to the current system. As written, on July 1, 2018 all employees either 60 years of age or with 27 years of service will be transferred to the new system. For those individuals, they will have two plans on retirement. The old system will be honored before July 1 and the new system after. However, there is a lot they still do not know per details. The KTRS staff has found no reference to date regarding reciprocity. She suggested we all contact our representatives to inquire of their knowledge of details. She emphasized that all the information she provided us is subject to change. This is only a proposal and a lot is yet to be determined.

The new system is a defined contribution plan. An additional 3% of salary is proposed to go to health insurance benefits, but rerouted into the retirement fund, resulting in a total of 5.775% into health benefits. Everyone will pay the extra 3% into health insurance even if not receiving it (Medicare or spouse’s plan for example). Rate will go from current 2.775% to 5.577%.

A total of 13.4% is proposed to go to retirement for higher education teachers and 15.85% for K-12 teachers.

An employee who is 60 with 27 years of service can choose to go into the new fund, but with no disability benefits and no life insurance benefit plan.

If employee is 60 years of age and cannot get to 27 years of service he/she will be kicked out. The legislation says it is portable. However, if you haven’t worked within 24 months in this system (i.e. have gone into a private system with another employer) you cannot get the health insurance.

If an employee is young he/she must continue to work to get health insurance. If you go somewhere else you cannot take it with you.

Salary cap is tied to the Social Security taxable cap of \$127,400. You cannot have more than that toward retirement without taxes applied.

If you retire you have the option to remove your money, but must roll it either into another IRA, such as TIAA Cref, or into the new deferred comp state system. The bill says "portable" but it has these limitations.

We should talk with our representatives. Losing 3% of our salaries will equate to money not spent in Kentucky and will impact the economy. Attracting quality teachers to Kentucky will be more difficult.

West Virginia and California went to defined contribution plans and it did not work, so they went back.

Possibly, we should lobby representatives to give us a one-time option to switch to TIAA Cref, as done in the past.

It is unclear if those not vested will automatically go into the new system.

The response of teachers throughout the state is anger. Many have no optional retirement in place and must be in KTRS. Representatives indicate that 95% of calls are from teachers. UK and NKU do not participate in KTRS.

Secretary Rye suggested a full faculty meeting with a KTRS representative and President Hampton will pursue this. KSU faculty can go to the KTRS offices for individual consultation. Staff are available 8-5 and do not take appointments.

A Senator inquired if there is an organized resistance. The Association of Superintendents initiated organizational activities and Governor Bevin made clear he did not approve

Committee Curriculum:

Asha French reported for the Curriculum Committee due to absence of Chair Andries.

Two Action items were presented for vote:

FSCC 17-18-06

Revision of prerequisite for BSS300 Statistics for Behavioral and Social Sciences from MAT111 Contemporary Mathematics to MAT115 College Algebra, MAT115A Accelerated College Algebra or MAT200 Intro to Statistics. Unanimously approved by voice vote.

FSCC 17-18-07

Revision of Social Work prerequisites, unanimously approved with a friendly amendment.

FSCC 17-18-08 was presented as an informational item and was tabled for further research. MAT176 has been removed from the KSU Catalogue but will still be counted toward requirements if already taken. Dr. Freeman said Math/Science will assure advising is clear, with an updated advisement sheet that states MAT176 will still be accepted for those students who have already taken it under the previous guidelines.

Academic Policy Committee:

Dr. Erin Gilliam reported for APC since Chair Gebremedhin was not present. The committee has been discussing the FY19 Academic Schedule and the possible deletion of Fall Break in favor of two extra days for Thanksgiving holiday. Many students leave to travel home and are not in attendance on the Monday and Tuesday of Thanksgiving week. Of consideration are the additional holidays in KSU's Fall academic schedule and the challenges associated with curriculum coverage. While Thanksgiving is consistent, Founder's day will vary each year. A calendar will be presented for discussion at the next full Faculty meeting. Kim Sipes said this was considered several years ago and the closeness to the end of the semester was problematic. The APC will follow-up with Provost/VPAA Thomas on the calendar.

A non-Senator suggested consideration of ending the semester after Thanksgiving.

Professional Concerns Committee:

Senate moved, seconded, and voted to un-table **FSPCC 17-18-04** *Revised Appendix P to the Faculty Handbook* (Tenure & Promotion Benchmarks and name change to current "College of Agriculture, Food Science, and Sustainable Systems" from previous name "College of Agriculture and in all appropriate sections when referenced). PCC reviewed and noted the linguistic changes, and reviewed compliance with current University Tenure and Promotion Policy as directed by Faculty Senate and found the following:

Fifteen (15) changes were linguistic changes relating to the name change of the College. One addressed new acceptance criteria of Tenure and Promotion proof for the new apprenticeship program.

After friendly amendment proposed by Kim Sipes to change College Post Tenure Review cycle from 4 years to 5 years, in compliance with University Post Tenure and Promotion Review, Action Item **FSPCC-17-18-04** passed unanimously.

There was discussion centered on advisability of unit submissions of individual benchmarks for Faculty Handbook Appendix inclusion before such time that guidelines for consistency with University Tenure and Promotion Policy are reviewed, recommended, and established.

Dr. Reilly-reported that PCC continues to work on retiree recognition standards initiated by Dr. Walston. Email thread discussion has been received positively.

Budget & Academic Support:

Chair Rye reported on the meeting between President Brown and his Counsel and Faculty Senate EXCOM and BASC members on Thursday, October 18, 2017. President Brown said that KSU will follow recent Title IX determinations by Franklin County Circuit Judge Thomas Wingate and, contingent on student agreement, will release violation records. He expressed concern that this had not been the policy approach by KSU prior to the judicial ruling.

The President's Counsel was presented with the duties of the Budget & Academic Support Committee of the Faculty Senate as recorded in the Faculty Handbook, Senate Constitution, and the published KSU Committee Book.

KSU Committee Book & Faculty Senate Constitution, Article VI. C:

FACULTY SENATE BUDGET AND ACADEMIC SUPPORT COMMITTEE RESPONSIBILITIES

- 1. Recommend faculty priorities and work with the administration in developing the annual budget and the biennial budget report.*

2. *Analyze the finance and resource allocations of the University on a continuing basis so that it may advise the Faculty Senate and through the President of the University, on the relationship between the allocation of funds and the established missions of the University.*
3. *Make recommendations regarding the administrative services which the University provides for its faculty.*
4. *Make recommendations regarding academic support services such as the library, bookstore, copy, and printing center, and any other support units are affecting the academic programs of the University.*

President Brown proposed a meeting between BASC Chair Rye, FY17 Senate President Kim Sipes, VPAA of Finance Kevin Appleton, and VPAA/Provost Debbie Thomas regarding BASC's requested budgetary and enrollment data.

Provost Thomas suggested BASC initiate the request for this meeting.

Subsequently Chair Rye submitted Action Item **FSBASC 17-18-04** in support of BASC's request and it was approved by a vote of 13 aye, 1 nay, with a quorum of 17 Senators present.

Description: *The 2017-18 Faculty Senate respectfully requests that data necessary for members of the Budget & Academic Support Committee to conduct their charge, as prescribed in the "Faculty Handbook" and the "KSU Committee Book" and published on the KSU Website, be provided for their review. Requests include, but are not limited to, the following documents:*

1. *Employee List by primary position, including Area Coordinators, secondary (and overload positions with supplemental salaries if possible). Names redacted, sortable excel.*
2. *FY17 Budget by Organizational Codes.*
3. *Enrollment data per undergraduate/graduate, fulltime/part-time/HS dual credit, Headcount/FTE.*
4. *Current tuition revenue Fall 2017. Projected tuition revenue FY18, Fall 2017 tuition revenue, and FY17 tuition revenue*

Announcements:

Graduate Director, Dr. James Obielodan, reminded Senate of the valuable graduate degrees available at KSU. Specifically in Business and Computer Science.

Dr. Tierra Freeman reminded faculty of the scheduled SACS meetings with consultant Silver.

Also, faculty need to encourage students to take the Rising Junior Exam, an essential component of SACS evaluation and assessment of general studies core curriculum. Currently only Dr. Thomas and Dr. Freeman will be administering the exams. A Senator inquired of a Saturday scheduling possibility. Incentives for taking the Rising Junior Exam will be in the hands of faculty since FY17 Senate action stated taking the exam is not required for graduation.

Provost Thomas emphasized the importance of SACS reaffirmation, without qualification. Dr. Freeman has been working with Chairs to load into current data base SLOs, assessment, etc.

Patti Marraccini, Nursing, raised the issue of Associate Degree Nursing students taking the Rising Junior Exam as an assessment tool for general education curriculum.

Senate adjourned at 4:55 pm.

Minutes Submitted by: Reba Rye, Faculty Senate Secretary