

Kentucky State University Faculty Senate Minutes

March 19, 2018

	<u>SENATORS</u>	<u>UNIT</u>	<u>Ex Officio Members & Guests</u>
E	<u>Amusan, Ibukun</u>	<u>Math & Science</u>	PLEASE PRINT - THANKS
	<u>Andries, Kenneth</u>	<u>AFE</u>	Derrick C. Gilmore
	<u>Desborde, Rene</u>	<u>Business</u>	Karen Heaven
	<u>Gebremedhin, Maheteme</u>	<u>AFE</u>	Kim Sipes
A	<u>Gibson, Caroline</u>	<u>Fine Arts</u>	Tierra Taylor
	<u>Gilliam, Erin</u>	<u>BSS</u>	Kristen Broady
E	<u>Griffin, Robert</u>	<u>At Large (FA)</u>	Lauren Graves
	<u>Gyawali, Buddhi</u>	<u>AFE</u>	Arthur Hayden
	<u>Hampton, Dantrea President</u>	<u>Library</u>	Fariba Bigdeli
	<u>Richardson, Frank</u>	<u>Computer Science</u>	Kirk Pomper
	<u>Vacant</u>	<u>AQU</u>	Mara Merlino
A	<u>Lu, Li</u>	<u>Math & Science</u>	
	<u>Marraccini, Patti</u>	<u>Nursing</u>	
A	<u>McKay, Marlin</u>	<u>Fine Arts</u>	
	<u>Rajendran, Narayanan</u>	<u>At-Large (MASC)</u>	
A	<u>Ramon, Donavan</u>	<u>Whitney Young</u>	
	<u>VACANT</u>	<u>BSS</u>	
	<u>Rye, Reba Secretary</u>	<u>At-Large (FA)</u>	
	<u>Sharma, Rita</u>	<u>Math & Science</u>	
	<u>VACANT</u>	<u>At Large</u>	
	<u>Smith, Peter Vice-President</u>	<u>LLP</u>	
A	<u>Ulrich, Stephen</u>	<u>PUA, Social Work</u>	
	<u>Cynthia L. Williams</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 twelfth regularly scheduled meeting of the AY 2017-18 Faculty Senate was called to order at 3:16 pm on Monday, March 19, 2018, Hathaway Hall 123. The agenda was approved with no amendments, minutes of the February 26, 2018 regularly scheduled Faculty Senate meeting were approved with no amendments.

Senate President Report:

President Hampton met with President Brown on Thursday, March 8. The following agenda items were discussed:

- Tenure & Promotion policy on initial hire: President Brown said administration should be following policy and he did not know that policy has not been followed, assuming that when anything comes to him it has been duly processed.

KSU Faculty Handbook (Reference Inserted by Secretary)

2.6.2 Promotion Policies and Standards

2.6.2.1 Minimum Standards for Promotion to Specific Academic Ranks

.....

*Professor: For promotion to the highest academic rank the candidate's academic achievements and professional reputation should be superior. This rank can be earned only by the faculty member who has a cumulative record of teaching effectiveness, substantial peer-reviewed publications and/or peer-reviewed creative achievement, professional contributions and service, and who has **ten (10) years of teaching experience (or its equivalent as determined by the academic unit/division and the Provost/Vice President for Academic Affairs).***

.....

2.1.4 Administrators with Faculty Rank

*The primary employment status of all academic administrators (Provost/Vice President for Academic Affairs, Deans, Directors, and Chairpersons) shall be as faculty members. No academic administrative officer shall acquire tenure as an officer but shall hold academic rank and be eligible for tenure as a faculty member. **The Provost/Vice President for Academic Affairs and Deans shall be hired with tenure.***

.....

2.6.5 Limitations Concerning Tenure Eligibility

2.6.5.2 Teaching Appointment vs. Administrative Appointment

*Tenure applies only to a basic nine-month teaching appointment and does not apply to administrative positions. If administrators have tenure, it is held through their academic appointments. An instructional academic unit with authority to initiate tenure recommendations may or may not initiate the recommendation of an administrator who holds academic rank in that unit. **In order to be eligible, an administrator must meet the same criteria as full-time faculty.***

.....

2.6.5.4 Tenure at Initial Appointment

Except for the appointment of the President, Provost/Vice President for Academic Affairs, and Deans, a regular faculty appointee shall not be offered permanent tenure upon initial appointment without the evaluation of the respective academic unit faculty committee, the Chairperson, the Dean, the University Tenure and Promotion Committee, and the Provost/Vice President for Academic Affairs; and no appointment below the rank of Associate Professor can be made with tenure.

- Hiring Practices: Hiring without formal search process. President Brown said that searches have been filed on the KSU Web-Site and with The Chronical, but he felt our concerns were valid and this was not an indication of sufficient “national searches”.
- Action item approval protocol: Government and policy changes need Board approval. All else requires President’s approval.
- Status of Action Item **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). President Brown said he has not received this and suggested Senate re-submit.
- Visiting Assistant Professor Positions: President Brown agreed some positions have been “Visiting” for too long and he will address this.
- Distinguished Professor Award: He agreed KSU should be following policy.
- Tuition revenue as it relates to Dual Enrolled students and FTE calculations: He agreed this is a valid concern as it relates to budget and revenue. Vince Maddox is working with this and Yuliana Susanto should be able to share that calculation/data with Senate.
- Green Ribbon Commission: Their findings and administration’s recommendations will be made available once completed.
- Document Routing: He prefers paper routing documents but is open to an e-docs option for efficiency.

Hampton emailed President Brown about location of May 2018 graduation ceremony. He responded it will be at Alumni Stadium.

Secretary Rye inquired of Faculty and Senator options at Board meetings when a vote is taken on granting of Tenure and Promotion at initial hire and policy has not been followed. Guests cannot speak to advise the President and Board of this oversight. President Hampton said she will inquire of President Brown for a solution.

Curriculum Committee:

Chair Andries presented:

FSCC 17-18-11: Create a B.A. option for the Chemistry degree program. This will allow more student access to STEM degrees while creating a flexible option for students interested in chemistry but pursuing career paths other than post-graduate study in Chemistry, such as a health career professional or chemical engineer.

This Action Item was tabled and sent back to committee at the February 16, 2018 Faculty Senate meeting for further research on job availability, demand for the major, and duplication of other degree

options. The committee determined it does not duplicate another degree, there are precedents at other institutions, and there seems to be a demand for this kind of major.

FSCC 17-18-11 passed unanimously by voice vote.

FSCC 17-18-14: The requested change is in course numbering only. PSY 303 Theories and Methods of Human Development is articulated across the state institutions as PSY 223. Thus in an effort to simplify transfer credits, we request a change in course numbering.

After brief discussion **FSCC 17-18-14** passed unanimously by voice vote.

FSCC 17-18-15a: MSC 200 STEM+ Leadership Seminar will be the second and final seminar course for students in the Liberal Arts Associate Degree STEM+ Option. This course is similar to KSU 201 but does not require students to be on the KSU campus. It also includes an internship and a STEM + career networking component along with a 21st Century skills assessment using the EOB system.

FSCC 17-18-15a passed unanimously by voice vote.

FSCC 17-18-15b: Addition of an Associate Degree Liberal Studies STEM+ Option (ADLSSO) The current Liberal Arts Associate Degree does not sufficiently prepare students for successful completion of a 4-year mathematics based STEM degree. The Associate Degree Liberal Studies STEM+ Option would include minor updates (less than 25%) to the Liberal Arts Associate Degree general core curriculum requirements and emphasize the foundational course work that is a necessary portion of the 4-year STEM degree.

Since the most current version of **FSCC 17-18-15b** was not available for projection it was tabled until the next Senate meeting.

Chair Andries said the committee cannot assure anything that comes up at this date will get thru for Fall 2018.

Academic Policy Committee:

Chair Gebremedhin presented:

FSAPC 17-18-10: 2020-2023 Academic Calendar

Secretary Rye raised the concern that Midterm Exams and Homecoming were proposed to be the same week and pointed out that a few years ago Senate began passing academic calendars that avoided this conflict.

Vice-President Smith said the issue of overlap is even more problematic now that Founders Day (Friday of Homecoming Week) is a day of service that would preclude a midterm exam. If we approved the calendar as presented we would then have to look at changing policy on Founder's Day.

After extensive discussion **FSAPC 17-18-10** passed unanimously with one friendly amendment motioned by Senator Andries and accepted by Chair Gebremedhin to 1.) move Midterms to the week after Homecoming, 2.) Fall Break will be Monday/Tuesday following midterms, 3.) move deadline to input midterm grades to the immediate Wednesday after Fall Break.

Professional Concerns Committee:

Chair Gyawali reported that PCC met with previous Chair Reilly to revisit and update action items. The committee on Faculty Hand Book revisions has not met since December when Chair Sipes stepped down. A new Chair is needed. Most of the work has been completed, but the balance cannot be done until academic and unit reorganizations are completed and announced.

Items that need to be resent due to the disappearance of Senate approved action items in the Academic Affairs office last year include **FSPCC 16-17-04** (Increase in per diem rate) and **FSPCC 16-17-01** (Sick Pay Reimbursement that was done away with in 2014.)

PCC has a new member, Frank Richardson representing Computer Science and he is also on the Assessment Committee.

Chair Gyawali asked Deputy Provost for Research and Sponsored Programs Derrick Gilmore to provide information on indirect cost recovery. He cautioned Senate and Faculty be mindful going forward of the effect on the university as it bears the cost of facilities, labs, upkeep, etc. per determinations of what are administrative expenses. The national trend (according to the Council on Government Relations, April 2017 report) is for universities to have Facilities and Administrative rates between 28%-75%, additionally universities are recouping only 28% on average of Federal Grants, and KSU is at 29%. He advised faculty and department leaders to be mindful of the strategic use of the funds for the most beneficial impact for student achievement that ensure labs and classrooms are state-of-the-art and promote experiential learning. He emphasized that strategic utilization of F&A is critical because colleges and universities are now contributing approximately 25% for research and development activities, unreimbursed.

Time was extended by 5 minutes.

Involved Faculty may not receive compensation for internal overloads within the nine month academic year and in summer 2.5 months of salary maximum.

Director Gilmore said he has met with VP Appleton and they will move forward July 1 for implementation subject to this policy. Distribution will take place when drawn down and individual accounts will be reconciled monthly. He hopes to have the process approved by VP Appleton by the next faculty meeting. The accounting staff are responsible for drawing down accounts and depositing into accounts and he must make sure his staff has sufficient time allocated to perform that job.

A non-Senator commented that with policy as stands the 20% is divided down, with percentage to faculty and division/department to use at their discretion. Director Gilmore said there should be guidelines for how it will be used in the unit.

Time was extended for 5 minutes.

The non-Senator said of concern is that KSU does not support sufficient faculty positions in some units for those who generate grants to be able to take the release time that is written into the grant. They (she) must then teach a full load, or in some instances overloads, with no compensation and this decreases the time to be devoted to the research. She expressed appreciation to the PCC and administration for this move forward and the encouragement it will give other faculty encouragement to apply for research.

Chair Bigdeli said from an administrative point of view faculty must consider budgeting their time when designing and writing a grant and should negotiate this before taking a grant.

Budget & Academic Support:

Chair Rye reported BASC did not meet. They delayed the scheduled meeting until later in the week in hopes of receiving the budget information for a more productive meeting. However, it is yet to be made available. She emailed Special Assistant to the President, Greg Rush, and he said they are still working on the position and salary list.

She is concerned that course lab fees have not been deposited into unit accounts and will inquire about this. BASC possibly needs to resubmit an action item on the timely deposit of those fees for use each semester.

It was reported to her through the Divisional Chair that administration has initiated a hiring freeze. It is unclear if this is only for faculty positions or includes administrative and staff hires as well. There continues to be new administrative positions/hires this year.

Faculty Regent Report:

Faculty Regent McFayden emailed President Hampton he was not able to attend and report on the most recent Board of Regent's meeting.

President Hampton and Secretary Rye both said they had extensive notes from the meeting and they could possibly report on those to Senate, but did not have them in hand for the meeting today.

Faculty Ombudsman Report:

Ombudsman Reilly was not present. Several present said his title is Faculty Ombudsman instead of University Ombudsman. Secretary Rye said she would note the approved minutes of February 19, 2018 stated "University" and are therefore inaccurate.

Other:

Vice-President Smith inquired about administrative evaluations by faculty. It was generally agreed they were last conducted under the Sias administration.

Chair Andries inquired about progress on the funded faculty line list. President Hampton explained we need an official list for University-wide and Senate elections in order to determine the allocated number of Senator positions per Division, as well as distribution of positions on university-wide committees. Dr. Broady was present and said she would send it to Senate.

Secretary Rye reported Provost Thomas was unable to attend the meeting she (Thomas) scheduled with the Executive Committee of the Faculty Senate, Ombudsman Reilly and Deputy Provost Sipes. She hopes to meet monthly with Senate leadership. Since all others were present they discussed issues to bring to the attention of Provost Thomas. Most of those items are recorded in President Hampton's report above. Additionally, procedure/policy/rights of applicants for Tenure and Promotion were discussed. Since there are often new faculty and a constant turnover of administrators, those rights need to be delineated annually to each group of applicants, as well as administrators overseeing the process below the Provost. It was reported that such detailed information had subsequently been disseminated to the candidates.

Chair Buddhi asked for the Faculty Handbook Revision committed to be reformed with a chair. There are only three of the original members left. Ken Andries agreed to convene the committee, if provided a list of those assigned, and a Chair would then be elected.

Announcements:

President Hampton asked for submissions of questions for President Brown at the April 3, 11:00 am faculty meeting in the Student Center Ballroom. She will get those to him in advance so he can be prepared. Senators should let constituents know to do so as well.

President Hampton said Dr. Crystal DeGregory asked her to announce *Atwood Day*, Tuesday, March 28, 2018 at 11am in Little Bradford Auditorium. She hoped to see us there.

Senate adjourned at 4:39 pm.

Minutes Submitted by: Reba Rye, Faculty Senate Secretary