

Kentucky State University Faculty Senate Minutes

April 2, 2018

<u>SENATORS</u>	<u>UNIT</u>	<u>Ex Officio Members & Guests</u>
<u>Amusan, Ibukun</u>	<u>Math & Science</u>	PLEASE PRINT - THANKS
<u>Andries, Kenneth</u>	<u>AFE</u>	Kirk Pomper
<u>Desborde, Rene</u>	<u>Business</u>	Mara Merlino
<u>Gebremedhin, Maheteme</u>	<u>AFE</u>	John Sedlacek
A <u>Gibson, Caroline</u>	<u>Fine Arts</u>	Phillip Clay Jr.
<u>Gilliam, Erin</u>	<u>BSS</u>	
<u>Griffin, Robert</u>	<u>At Large (FA)</u>	
<u>Gyawali, Buddhi</u>	<u>AFE</u>	
<u>Hampton, Dantrea President</u>	<u>Library</u>	
<u>Richardson, Frank</u>	<u>Computer Science</u>	
<u>Vacant</u>	<u>AQU</u>	
<u>Lu, Li</u>	<u>Math & Science</u>	
<u>Marraccini, Patti</u>	<u>Nursing</u>	
<u>McKay, Marlin</u>	<u>Fine Arts</u>	
A <u>Rajendran, Narayanan</u>	<u>At-Large (MASC)</u>	
A <u>Ramon, Donovan</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>	
<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>	

Commented [DRH1]: Raj was excused

The thirteenth regularly scheduled meeting of the AY 2017-18 Faculty Senate was called to order at 3:15 pm on Monday, April 2, 2018, Hathaway Hall 123. The agenda was approved with no amendments,

minutes of the March 19, 2018 regularly scheduled Faculty Senate meeting were approved with no amendments.

Senate President Report:

President Hampton reported on the March 28, 2018 Cabinet meeting:

- Faculty assembly tomorrow is not mandatory.
- There will be a program to tell Seniors goodbye.
- President wants to focus on 4 year graduation rate instead of 6.
- KSU will stay with Banner and work with Elucian.
- He was happy with Senate's work on the Academic Calendar. He wants a review with of how students are doing before homecoming.

Commented [DRH2]: 86 Night is a program to tell Seniors goodbye

Commented [DRH3]: He wants a review of how well students do on midterms before homecoming and how they do following homecoming.

Work continues on an accurate current faculty list. Nominations for elections are overdue. There are still some issues in ranking and some faculty in nursing are not listed. This list must be right for a valid equity study.

Commented [DRH4]: We must have an accurate list for a valid equity study.

There will be a Major-Minor fair April 14th. Summer Pell grants were reinstituted and students can now take summer school classes to graduate. There are several incomplete student FAFSAs and scholarships are being designed.

The Volleyball team was recognized by Senator Carroll last week at the Capitol. Air-conditioning is being looked at for the summer and work orders to facilities are being upgraded on-line. Institutional Research has moved to Floor 2 of the Student Center.

Commented [DRH5]: The TMA system for work orders to facilities is being upgraded.

Asha French's Senate position needs to be filled. Patti Marraccini volunteered to serve on the University Elections Committee.

Time extended 5 minutes.

Secretary Rye reported that the Salary Assessment Committee (equity study) has met only once. They were scheduled to meet on March 27th but scheduling conflicts prevented. They and BASC are still waiting on requested budget data that President Brown authorized last fall. She has scheduled a meeting with Greg Rush, Special Assistant to the President for Financial matters Tuesday, April 3. Chair Gyawali will join them.

A Senator said HB220 will affect hiring in state universities. He said that it was reported universities had been consulted and he would like to know if President Brown was consulted and, if so, his input. (This relates to firing of tenured faculty).

Commented [DRH6]: Is it HB 200?

Commented [DRH7]: ...faculty with 10 days notice.

President Hampton projected Faculty Handbook section 2.8.5.1 and KRS 164.360. Vice-President Smith said that if signed into law KSU must alter its Faculty Handbook and change policy to match the law.

Curriculum Committee:

Chair Andries presented the following Action Items and **ALL PASSED unanimously by voice vote** after explanations and discussions:

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.*

FSCC 17-18-16: *Establishes new course, HIS408 History of African American Education. This history elective course is designed to provide students with a perspective and historical context of African American education that goes beyond the study of "mainstream" movements and ideas. It will be concerned with the education of African-Americans from the perspective of African-American scholars. The course will study primary source documents from the late 19th and early 20th centuries as well as the historical research of contemporary scholars.*

FSCC 17-18-17a: *The curriculum has been reviewed according to best practices in nursing education to facilitate program outcomes as follows: (a) addition of relevant courses, (b) deletion of non-relevant courses, (c) course resequencing, and (d) course revisions. Associate in Applied Science (AAS), Baccalaureate in Science (BSN) and RN-BBN. (Increase the rigor and currency of the degree)*

FSCC 17-18-17b: *The curriculum has been reviewed according to best practices in nursing education to facilitate program outcomes as follows: (a) addition of relevant courses, (b) deletion of non-relevant courses, (c) course resequencing, and (d) course revisions. (Ladder for FSC17-18-17a)*

FSCC 17-18-18a: *The curriculum has been reviewed accordingly to best practices in nursing education to facilitate program outcomes as follows: (a) addition of relevant courses, (b) deletion of non-relevant courses, (c) course resequencing, and (d) course revisions. (Increase rigor and board passage rate)*

FSCC 17-18-18b: *The curriculum has been reviewed according to best practices in nursing education to facilitate program outcomes as follows: (a) addition of relevant courses, (b) deletion of non-relevant courses, (c) course resequencing, and (d) course revisions. (Ladder for FSCC17-18-18a)*

FSCC 17-18-19a: *The curriculum has been reviewed accordingly to best practices in nursing education and revised to facilitate program outcomes as follows: (a) addition of relevant courses, (b) deletion of non-relevant courses (c) courses resequencing, and (d) content revisions. (Facilitate students completing BSN after RN)*

FSCC 17-18-19b: *The curriculum has been reviewed accordingly to best practices in nursing education and revised to facilitate program outcomes as follows: (a) addition of relevant courses, (b) deletion of non-relevant courses (c) courses resequencing, and (d) content revisions. (Ladder for FSCC17-18-19b)*

FSCC 17-18-20: *Change AFE 116 from a two (2) hour of lecture class to a 1 hour lecture and a 1 credit hour lab class to better address the way the class is being conducted.*

FSCC 17-18-21: *Change the title of AFE 425 from Organic Agriculture to Organic Crop and Livestock Production to meet the key word requirements for classes for the USDA NRCS which is one of our targeted employers for the AFE degree.*

FSCC 17-18-22: *Create a new class AFE 309 titled Livestock Reproduction.*

FSCC 17-18-23: *The addition of a course, ENV 560 Agriculture and Environmental Policy to the KSU MES program.*

FSCC 17-18-24: *The addition of a course, ENV 565 Environmental Law to the KSU MES program.*

FSCC 17-18-25: *Establish a certificate within the MES program titled Environmental Policy and Decision Making.*

FSCC 17-18-26: *Establish a certificate within the MES program titled Environmental Methods.*

FSCC 17-18-27: *Creation of a Certification in Environmental Agriculture at the Masters level within the MES degree.*

Professional Concerns Committee:

Chair Gywali presented:

FSPC 17-18-06: *This is an equity workload policy for the School of Nursing to assure consistency with other universities.*

Passed unanimously by voice vote.

PCC is trying to get the Faculty Handbook revisions completed by the next Board of Regents' meeting.

A non-Senator reported on meeting with someone in the General Attorney's office and information that changes are being made to the faculty handbook and policy. If that is true, she advised him that the Faculty Handbook is the purview of the Faculty Senate and any changes must involve PCC and Senate. He responded that some policy says one thing and we are handling in a different way. She said that Faculty Senate follows handbook as guide to policies and procedures.

A Senator asked if the faculty handbook can be changed by the administration. Vice-President Smith answered that according to the Constitution and Handbook changes are the purview of Senate. He pointed out that he has heard the misconception that faculty have "too much power". For the record, he added faculty cannot make policy but can only recommended. Recommendations can be either accepted or knocked down.

A Senator said that if policy is changed then it needs to come to PCC and Senate for Handbook modification if necessary.

Time was extended for 5 minutes.

A Divisional Chair said it was her understanding there are HR policy changes being considered and maybe it's not the Handbook. She said Chairs are "on edge" regarding the Green Ribbon Commission and it is not a good situation for programs to not know what is being considered. She questioned the data sources, sufficient input from units, no opportunity to review and respond to findings/recommendations, and general lack of information on their schedule.

Deputy Provost Sipes responded that when the Cabinet met last Wednesday she inquired of the progress and he responded he assumed they were still meeting. His understanding was what was presented at the last Board meeting was a "Draft" and nothing was finalized yet. President Hampton said she would speak with the Commission's Chair, Dr. Higgins.

Commented [DRH8]: FSPCC

Commented [DRH9]: their

Commented [DRH10]: remove "She said" and begin sentence with "Chairs"...

Commented [DRH11]: remove "She." Data sources, sufficient... were also questioned.

Commented [DRH12]: Of the Green Ribbon report and it was assumed they were still meeting and the understanding was what was...

Time was extended 2 minutes.

A Senator questioned the data. She said that it was reported at the last Board meeting that there are 43 African/American faculty members and Regent Bearden challenged that number. She wants to see the breakdown of African/American and Africans/other nationalities.

Secretary Rye responded that the Salary Assessment Committee may be requesting and looking at that data.

Budget & Academic Support:

Chair Rye presented:

FCBASC 16-18-05: *Faculty Senate Resolution to annually and incrementally increase the percentage of KSU's budget allocated to Instruction over the next five years, starting with the FY201819 budget.*

***Rationale:** According to the latest audits, KSU is spending 17.4% of its budget on instruction. For FY19, we Requested 21.3% for Instruction from the State and Recommended 19.4% (FY20 Requested 22.2% Instruction and Recommended 20.2%). While any increase is helpful, this still keeps us last in all of the comparison groups that BASC has researched: other State regional universities in Kentucky, other Land Grant institutions, other HBCU's, our CPE-designated "benchmark" institutions (full research is available upon request). While we understand that improper coding of spending and economies of scale can account for some of the disparities, these factors alone cannot account for level of disparity revealed by the research. To be in line with these other institutions, we request that future budgets build toward a goal of 30% funding for instruction, to include operating budgets that include equipment, supplies, facilities, and student experiential initiatives in addition to competitive faculty salaries.*

Discussion centered on where such funds would come from and how they would be spent. Some Senators voiced opposition, questioned how Chair Rye wanted the new Instructional funds to be spent, and another Senator was concerned with what areas would be cut to accommodate such increases. Rye responded that in addition to Faculty raises and unfilled positions most areas are underfunded in operating budgets. Her preference per data would be primarily from Administrative expenses and Institutional Support, not from Facilities and IT, and pointed out this action item does not deal with those specifics. Overfunded areas, per comparisons with other institutions, would be the obvious source and pointed out BASC members were unanimous in this resolution. A Chair inquired how the Land Grant funds were factored into, and affected, the Instructional percentage. Rye said that by all comparisons over the past twelve years KSU is at the bottom of percentage spent on Instruction, and that included other HBCU's that are Land Grant. Also, that when the Land Grant budget (revenue and expenses) are taken out KSU is still close to the bottom.

FCBASC 16-18-05 passed by voice vote with 13 ayes, 1 nay and 4 abstentions.

Time was extended for 5 minutes.

Chair Rye said BASC will be routing **BASC 06-07-02** that outlines a schedule for timely deposit of class lab fees into unit accounts. It was signed by President Sias. Since they were yet to be deposited this semester, she inquired last week of their status. Budget Director Griffith responded they would be deposited by the end of that week, and they were. Units should know they are available.

Faculty Ombudsman Report:

Ombudsman Reilly reported that promotion and salary increase information should be sent to faculty approved for promotion.

He said President Brown voiced that the Tenure process at is somewhat confused. He went on to say this should be a three letter process: 1.) Inform in detail what has happened and 2.) Promotion decision, both coming from the President's office. The third should be sent from Human Resources stating the salary increase. Figures discussed during Encampment were 5% to Assistant and Associate and 10% to full Professor.

He reported there 473 staff members and 142 faculty. Of Faculty data shows 43 minority professors of which 19 are African American.

He reported EXCOM would be meeting with the President tomorrow and any concerns should be sent to committees and Senators. He does not see any more Tenure hang-ups.

A non-Senator pointed out that with a potential 5% increase for promotion and %5 for cost-of-living would still not raise salaries up to CUPA standards. She is glad to see the Equity Study is in process and hopes it proceeds.

Other:

Secretary Rye reported she had been in communication with General Counsel Lang about the Intellectual Property Rights statement in the Confidentiality Agreement faculty were asked to sign, without specifics. Ms. Lang said she would be glad to accept her signed agreement, with an initial and exclusion of that clause. Rye was to report to faculty that anyone else so concerned could come to her office, review what they have already turned in and alter with her initials regarding the Intellectual Property Rights.

University Elections, due by April 15th, were discussed.

Deputy Provost Sipes reported she is working on updating the Committee Book and there will be a need for selection of other committee members. Vice-President Smith pointed out that Action item changing voting methods to allow electronic went up to President and was approved.

Faculty Regent Report:

President Hampton reported Regent McFayden is being treated for a car accident injuries and could not be present today.

Announcements:

- Faculty Assembly tomorrow April 3 at 11am Student Center Ballroom on
- MLK Assembly and March to the Capital, Frankfort, KY, April 4 1:30pm
- AAUP Annual Conference Meeting, Saturday April 7 from 10am-4pm
- Honors Convocation April 12

Adjourned 5:10pm

Minutes Submitted by: Reba Rye, Faculty Senate Secretary