

Faculty Senate Minutes 12/10/18

The eighth regular meeting of the 2018-2019 Faculty Senate took place on Monday, 10 December 2018, at 3:10pm in 123 Hathaway Hall.

NAME	Attendance	Department	Office
Shawn Lucas	PRESENT	Ag, Communities, and Env	Academic Policies
Leigh Whittinghill	PRESENT	Ag, Communities, and Env	Chair, Curriculum
Richard Cristan		Ag, Communities, and Env	
Ken Semmens		Aqu and Aquatic Sci	Vice Chair, Bud &Ac
Herman Walston	PRESENT	Fam and Cons Sci	Professional Concern
Erin Gilliam (Parliamentarian)	PRESENT	Soc and Beh Sci	Vice Chair, Acad Pol
Mara Merlino (Vice President)		Soc and Beh Sci	Professional Concern
Jyotica Batra	EXCUSED	Math and Comp Sci	Academic Policies
Clifton Wise	PRESENT	Math and Comp Sci	Professional Concern
Caroline Gibson		Hum and Perf Arts	Chair, Prof Concern
Marlin McKay	PRESENT	Hum and Perf Arts	Chair, Acad Policies
Helen Smith (Secretary)	PRESENT	Hum and Perf Arts	Secretary, Curriculum
Dantrea Hampton	PRESENT	Library	Vice Chair, Curricm
Rene Desborde		Bus and Tech	Budget and Ac Sup
Jason Keeler		Edu and Hum Dev	Secretary, Acad Pol
Phillip Clay	PRESENT	Edu and Hum Dev	Chair, Bud & Ac Sup
Li Lu	PRESENT	Nat Sci	Vice Chair, Prof Con
Bruce Griffis	PRESENT	Nat Sci	Secretary, Bud & Ac
Rebecca McCoy		Nur and Health Sci	Curriculum
Lisa Turner	PRESENT	Nur and Health Sci	Budget and Ac Sup
Robert Griffin	PRESENT	At-large (Hum and Per)	Curriculum
Joe Moffett (President)	PRESENT	At-large (Hum and Per)	
Debbra Tate	PRESENT	At-large (Library)	Secretary, Prof Con
Allison Young		At-large (Ag, Coms, En)	Professional Concern
Swagata Banerjee	PRESENT	At-large (Bus and Tec)	Academic Policies
Non-Senator Committee Members			
Nkechi Amadife			Academic Policies
Ken Andries	PRESENT	Ag, Communities, and Env	Curriculum
Changzheng Wang		Ag, Communities, and Env	Curriculum
William Welsh			Budget and Ac Sup
Mike Unuakhalu			Budget and Ac Sup
Farida Olden		Ag, Communities, and Env	Professional Concern
Guests (in order of sign-in)			
John Sedlaceck	PRESENT	Ag, Communities, and Env	Chair
F. Erik Brooks	PRESENT	Hum and Perf Arts	Dean
Christopher Hayden	PRESENT	CPSLS	Dean
Michael Weaver	PRESENT	SGA	President
Kevin Jones	PRESENT	Education	Chair
Roger Cleveland	PRESENT		Faculty
Buddhi Gyawali	PRESENT	Ag, Communities, and Env	Faculty
Elgie McFayden	PRESENT	PUA	Chair
Will Reilly	PRESENT	BSS	Ombudsman

1. Call to Order: The meeting was called to order at 3:13pm, with quorum.
2. Approval of Agenda: The agenda was approved without changes.
3. Approval of Minutes of the 26 November 2018 Faculty Senate Meeting: The minutes were approved without changes.
4. Faculty Senate President Report: President Joe Moffett reported on the following items:
 - There was a board meeting Thursday. Moffett shared with board members what the Senate has been doing. He shared our work on the QEP and the Senate Committees. The board seemed to be favorably impressed.
 - All action items that Senate has approved to date now have approval all the way up to the President. Thus, we now have a clean slate.
 - Moffett has been working with Swagata Banerjee, chair of APC and Caroline Gibson, chair of PCC on the faculty handbook. He asked senators to let him know if they have any suggestions for updates, removals and other revision suggestions/ideas regarding the handbook.
5. Faculty Regent Report: Faculty Regent Elgie McFayden reported on the following items:
 - In the last year or so, everything that has happened at board meetings is published on the website.
 - CPE has required KSU produce a report card; it was submitted by President Brown at the last board meeting. The Report Card listed fall enrollment, retention numbers, etc. We are in a great position for performance-based funding in the future. We have to position ourselves well to do well in that process. One area of concern on the report card was fall-to-fall retention. The President explained that the students who were not allowed to return displayed a record that indicated it was highly unlikely that they would have succeeded – they would not have helped our graduation rate.
 - Moffett asked, 112 students were asked not to come back? McFayden answered yes, 112 were not allowed to return, primarily for academic reasons.
 - The administration did not make any new administrative appointments but changed titles of some positions. No new salary-money was allocated.
 - We have to improve our DFW rates.
 - The board approved termination of the Pearson Contract.
 - The administration mentioned that customer service is still a problem on this campus. That is not on the faculty side, for the most part.
 - The board approved two enrollment management contracts together. One augments the other.
 - Moffett asked McFayden about the two contracts for enrollment management. McFayden explained that there is a company that will have at least 7-10 “touches” (contacts with students) that will put our applications in front of students. The company will follow up until the potential student goes from admitted to enrolled. This contract frees up those folks who want to focus on recruitment to do so. We retain the data if we break the contract. The other contract augments the main one

– the main contract would not work without the other contract. There's no sense in buying one without the other. The secondary contract is for a 24-hour call center for students with admissions questions to contact the university.

- A Senator asked if these contracts would serve only undergraduate applicants. McFayden replied yes, only undergrads.
- Financials: Fifth Third Bank: we lost over a million dollars. No matter where they position us, we always do better than the market. McFayden advocates getting rid of Fifth Third and getting a new portfolio manager to improve the performance of our investments. We pay Fifth Third, our primary portfolio manager, yet other institutions are outperforming us on their portfolios. Now we have a report generated by the foundation, which indicates better performance.
- Audit report: we had some findings, recurring but not significant, about processes and procedures. There were far fewer findings than in the last few years.

6. Curriculum Committee – Leigh Whittinghill: Chair Whittinghill reported on the following items:

- FSCC 18-19-12 ROTC/JROTC New Courses in ROTC: The ROTC program is doing a lot of work to revise our program to match up with the national ROTC program in Washington. This lack of alignment has caused issues with student tuition not getting reimbursed. Several former courses will be replaced with 11 new courses.
VOTE: voice vote: unanimous yes with no abstentions
- FSCC 18-19-13 New courses in Education: These new courses are part of the new program in Teacher-Leader Training.
 - Moffett asked, will these courses complement the new center in Teacher-Leader Training? Whittinghill replied yes, but they were not designed to do so.
 - Moffett asked if additional faculty will be needed to teach these courses. Whittinghill replied no, they will be taught by current faculty in the department.
 - A Senator asked whether some of our current course listings could be utilized in this new degree program? Using currently offered courses might keep students from taking on more courses. Kevin Jones, Interim Chair of the School of Education and Human Development responded that they were encouraged by JCPS (Jefferson County School System) /EPSB (Education Professional Standards Board) not to have any overlap with the current curriculum.
 - A Senator asked, when do you expect to launch this program? Jones answered, probably the fall, but earlier would be summer. There is some pressure to move this forward due to the real need for it in the Jefferson County School System.
 - A Senator noted that any new program does have to be opened up for public comment, so this summer may be optimistic.
 - A Senator asked, is there any additional funding for library resources for this program? The budget of the library is not equipped to support graduate programs. There was no response to this question.
VOTE: voice vote: unanimous yes with no abstentions
- FSCC 18-19-14 New Program, Master's Degree in Teacher-Leader: There are three sets of courses in this program. Jefferson County Schools is trying to raise their teachers to a higher caliber in urban-based teaching. There is a curriculum ladder at the end of the Action Item

document. Students will choose their preferred of two tracks after they take the general courses in the program.

- Moffett asked, why do the courses have different prefixes? Jones replied that in order for teacher certification, the classes have to be coded in a standard way.
- A Senator asked, what do students have to do to exit the program? Jones replied that they have to complete the coursework.

VOTE: voice vote: unanimous yes with no abstentions.

10 minutes were added to the Curriculum Committee discussion.

- FSCC 18-19-15 New Course HON 200: This is a new course in Whitney Young Honors College, which is being revamped. This course would be a three-credit-hour course that would get students involved in projects. Guest Erik Brooks, Dean of the School of Humanities and Performing Arts, explained that students would be examining great ideas that changed human society. This is an exploratory course. The way it's set up is that at the end of the semester, there will be a "shark tank" experience where students must defend their ideas to a panel of experts.
 - Moffett noted that it would be good real world experience for students to have such a "shark tank" inquisition.

VOTE: voice vote: unanimous yes with no abstentions

- FSCC 18-19-16 Program Change Honors: These are programmatic changes. Brooks explained, in looking at the core curriculum, it seemed that the honors core curriculum was out of sync with national trends for honors colleges. Those trends are moving toward a core set of lower-level honors courses, and after that, students will move into their majors. There will be 12 credit hours as part of the new honors core. Then, there will be three levels of distinction: general honors if students do the core, departmental honors if they take the honors versions of their major department courses, and university honors if they do both. The other goal is that we want to set some eligibility standards. Those in this proposal are typical of standards nationwide. But we also want to open access to honors for students at different points in their academic career.
 - Moffett stated that he admired this idea of opportunity.
 - A Senator asked, did every department submit courses to be included in the departmental honors coursework? Can a department choose not to? Brooks replied, of course departments can refuse, though why would they want to? He continued: for a couple of departments, it was difficult for them to participate in the old honors curriculum – this change will now give departments a chance to participate and develop honors-versions of their upper-level courses.
 - A Senator noted that it says on the proposed curriculum ladder that HON 103 is one credit hour, but the course description says 3. Brooks replied that this was a clerical error that would be corrected.
 - A Senator asked, how would students get in if they didn't start with honors? Brooks replied that if a student earns a 3.4 after the first semester, he/she will be invited by letter to join the program. He is hoping to double the number of honors students at KSU.

VOTE: voice vote: unanimous yes with no abstentions

7. Professional Concerns Committee – Caroline Gibson: As Gibson was absent, committee member Debbra Tate gave the report:

- The committee has invited the campus chief of police to their January 14th meeting to address the parking issue. If senators have any other concerns that should be raised with the chief, please contact Gibson.

- A Senator noted that he has heard that we have only two or three officers on campus; he asked if that is correct. Another PCC member replied that this is also what he had heard, but he wanted to get confirmation from the Chief before bringing any such information to the Senate. Senators with concerns were invited to attend the meeting.
- Our Coordinator-Survey is open through Friday 12/14.
 - A Senator noted that the survey is too long. Other senators concurred. Moffett noted that members of the committee felt that it was important to get as much information as possible. The survey is important because we will be able to use the data to help argue for pay for coordinators.

8. Academic Policies Committee – Marlin McKay: Chair McKay reported on the following items:

- Dual Credit semester grade due dates will be added to the Academic Calendar. DC grades will be due by the same date as KSU grades are due.
- Faculty and staff calendar alignment: both employee groups need to have the same holidays due to confusion about when students have classes or not.
 - A Guest asked, if staff get off days that faculty do not, how will they be making up the days that faculty will lose? Moffett responded that last year, the President gave staff two extra days off each semester. The idea is that faculty would take the same days off as the staff. McKay added that there were logistical problems when faculty taught when staff was off.
- Teacher evaluations: currently they are digitally administered. Faculty are getting minimal to zero feedback from students on their courses. Students are providing feedback only when teachers offer grades or extra credit for doing evaluations, which is not a good idea. This lack of student-response also has an impact on faculty going up for Tenure and Promotion. The committee is working on an Action Item to reinstate physical evaluations that are done in class in writing.
- Possible Academic Calendar Revision: Some have raised the idea of having the semester end at Thanksgiving break. The committee will poll the faculty about whether they think this is a viable option.
 - A Guest asked, would that mean Spring term would end early as well? McKay replied that the committee had discussed this possibility: rather than coming for Encampment, faculty would start classes during Encampment week. We'd start earlier and end earlier, closer to when the K-12 schools end. This would also help with October – i.e. we could move Fall Break to Thanksgiving week.
- Academic Affairs wants decisions about the calendar to be finalized at a faster rate. They are offering assistance. Initially, they offered to take it away from APC, but the senate president responded that faculty need to be involved in the process.
 - A Senator asked, is Academic Affairs taking over the academic calendar? McKay replied, no. Moffett added that Academic Affairs had asked merely if they could have a role to play in the creation of the calendar. The Senator replied that their role is played when the calendar developed by faculty goes to their office for approval.

- Midterm grades: Provost Yates would like to have a grade put into Blackboard by week 3 of school for students to see how well they're performing before the withdrawal date. APC is working on an Action Item on this.
 - A Senator asked, would Academic Affairs be looking for a substantial grade? Moffett replied that the Provost is concerned that students have no feedback early in the semester. McKay added that there are certain technologies like Blackboard that faculty need to use to ensure student success. Some faculty do not use Blackboard because they lack training; APC will be looking at implementing more Bb trainings. The committee has spoken to Dr. Emanuel, the Blackboard Coordinator, and she said there will be more trainings. Additionally, students adding late has caused faculty to "push back" instruction/grading by a week or so at the beginning of the semester.

5 minutes were added to the APC discussion.

- Midterm Exams: There was a discussion about whether midterm exams are necessary. McKay explained that the midsemester grade is more of a formality for Academic Affairs to have a grade in Wired at mid-semester, but that faculty do not have to give an exam at that time.

9. Budget and Academic Support Committee – Phillip Clay: Chair Clay reported on the following items:

- The committee has constructed a classroom inventory checklist. Each building faculty work/teach in has been assessed, except Exum. Clay is putting all the reports in a spreadsheet, including comments/notes. Bradford needs serious upgrades, as well as Exum. There are issues with mold and non-functioning equipment. We have graduation coming up and there are things not working in the auditorium. Clay will present a summary and disseminate it to all campus stakeholders.
 - Moffett noted that classroom issues are just basic things sometimes, like not being able to turn off the lights in Hathaway to watch a film clip.
- The committee is still seeking to get a copy of the Instructional Budget from the Administration.
- PCC has dealt with the e-text issue: the Pearson contract has been terminated.
 - A Senator asked, is this termination effective immediately? Moffett replied that the contract extends through Summer, 2019.
 - A Senator asked, how much did it cost to get out of the contract? Moffett replied that it was free because both Pearson and the university decided to end the contract, so they did not charge us.
 - A Senator asked, where are textbooks going to come from after the contract expires? Moffett replied that this has not yet been determined. We're using Pearson through June.
- The topics next to be discussed in PCC are the compilation of the classroom survey and some Title III questions for the new director.

10. Faculty Ombudsman Report: Ombudsman Reilly reported on the following issues:

- In the last full Senate meeting, the question came up of the progress with recovering indirect costs. Reilly met with Derek Gilmore about this issue, and he learned that the original date when the first payout was supposed to happen was October 31, but this hasn't happened. The issue is technological: mis-communication between ADP and Banner. Our salary and wage data is in ADP, but most of our information pertaining to grants is in Banner. These data sets need to be combined. According to the last report, our IDC rate is 51%. We need to know the current salary of the PI to get this compensation going. Apparently, we've had difficulties communicating with ADP. Reilly did not get a confirmation on when this issue would be solved. Each of these refunds will be linked to a specific grant award rather than to a specific PI. Gilmore had asked Reilly how many faculty members are involved with grants and how many accounts should they set up? Gilmore had also suggested the idea of faculty research overloads: for example, a faculty member can get a teaching-course reduction but not teach a full load while also getting paid on grant overload.
 - A Senator noted that every grant has a dollar amount for salary. The only way to change that amount line item is from the granting agency. Why does Gilmore need the salary information when it is in the wording of the formal application? Reilly answered that he was not sure, but that the impression he got is that the issue is poor communication with ADP.
 - Moffett asked if anyone is working on this issue? Reilly answered yes, but that he is not sure what the priority is or why this is an ongoing issue.
 - A Senator noted that they can look at the time and effort document of the PI's to get this information. The Senator asked whether Gilmore was given the information about the number of PI's on campus. Reilly replied, yes, there are 31. A Senator suggested that the PI's could be enabled to open the professional accounts themselves; this would reduce such complications.
 - Moffett noted that he and Reilly have tried to ask these questions, but they get different answers. There seems little real effort to get this issue resolved. He asked the grants-faculty to let him and Reilly know how to help.
- Instructional Budget data for BASC: Reilly contacted VP Allen about this issue, as has Moffett. Reilly plans on bringing it up again with President Brown at their next meeting.

Quorum was lost at 4:25pm, in the middle of Reilly's report.

- Dress Code: Reilly has made 4-5 calls about the dress code. He has learned that the only ways that a dress code violation would become an issue is if the faculty member's dean/chair was offended, or someone else filed a formal claim against the faculty member. We have not had any such reports, nor has there been any enforcement against anyone reasonably dressed.
 - A Senator asked, what has become of the data from the faculty salary survey? Reilly replied that the President is aware of the survey. The basic issue is that KSU is paying faculty below the current salaries. Brown has openly said that salaries are low, but he has not promised anything. Moffett added that the President has said that the Administration is going to address faculty salaries, but he has no specific information.

11. Other Business:

- A Senator asked if there is any update on the problems with the graduate applications process. Moffett responded that it seems like the departments are going back to dealing with the applications, themselves.
- A Senator asked, when do faculty have to line up for graduation? Moffett replied, 8am. Rehearsal is at 4pm on the 12th.

12. Adjournment: the meeting adjourned at 4:47pm.