Faculty Senate Minutes 9/30

**Meeting called to order by FS President Bill Griffiths at 12:30 PM**

**Attendance:**

1. Approval of August Meeting Minutes
   1. Minutes weren’t sent out in sufficient time. Please send comments to Bill by next week (10/7)
2. FSEC Vacancies
   1. Marietta Campus Representative
      1. No nominees yet, please consider
   2. Parliamentarian
      1. No nominees yet, please consider
3. Policy Updates (6) for Consideration
   1. Conduct Guidelines
   2. Job Description Policy
   3. Relocation Policy
   4. Staff Grievance Policy
   5. Staff Teaching Policy
   6. Wage and Salary Administration Policy

**Motion**: The Faculty Senate recommends these six policies for approval.  
  
**Discussion**: Much initial discussion surrounded concerns related to imprecise language (e.g., “civil,” “civility,” and “common-sense”) within the Conduct Guidelines.   
  
Due to this, **Dr. Heather Pincock moved to split the Conduct Guideline vote to its own vote separate from the other five policies. This motion was seconded and approved with all in favor and none opposed.**  
  
**Vote on Conduct Guidelines**: 13 in favor, 25 opposed. Conduct Guideline revision are not recommended. If you have recommendations for modifications to this policy, please forward them to Bill Griffiths.  
  
**Discussion on Other Policies**: While it was acknowledged that KSU’s reimbursement amounts for newly hired instructional faculty are similar to other USG institutions, there are still concerns about the amount and how it impacts the ability to attract quality candidates.   
  
**Vote on Package of 5 Policies**: 23 in favor, 14 opposed. Policy updates are recommended.

1. Academic Policy Proposals
   1. Academic Standing Proposal – This proposal would allow any undergraduate student to go into an “Academic Warning” in any semester in which their GPA falls below 2.00. Right now, the policy only applies to first-semester freshmen.
   2. Removal of IP Grade – The grade of IP hasn’t been issued for an undergraduate student since consolidation. To be consistent with the graduate catalog and since “I” is effectively the same as “IP,” it is recommended to remove IP as a grade option.  
        
      **Motion**: The Faculty Senate recommends these policies for approval.  
        
      **Discussion**: Most concerns were related to the Academic Standing Proposal. Some were concerned that such a policy would remove a degree of rigor from the higher education experience that is traditionally the standard/expectation.   
        
      **Vote**: 30 in favor, 6 opposed. Academic Policy Proposals are recommended.
2. “Unofficial Withdrawal” Policy described on: <https://www.kennesaw.edu/registrar/faculty-resources/grading-policy-and-procedures.php>
   1. The policy at present states:   
        
      **Faculty should submit a W or an earned grade for students who stop attending class and do not officially withdraw as follows:**
      1. **For students who stop attending class on or before the published “Last Day to Withdraw" date, a grade of W, F or U should be assigned based on the student’s status in the course.**
      2. **For students who stop attending class after the published “Last Day to Withdraw” date, and prior to the last day of class, an earned grade should be assigned.**

**Discussion**: Presently, it is at the faculty member’s discretion whether to assign a “W” or a failing grade to a student who stops attending class prior to the Last Day to Withdraw. Some senators voiced strong opposition to this discretion, instead advocating for a universal policy (in favor of assign a failing grade) ultimately in the name of fairness and academic rigor. It also removes a fact-finding burden from the faculty (“we only know what we see”). If the universal policy (which cannot be superseded by College or Department policy) was to assign a failing grade rather than allowing for a “W,” it was noted that students can appeal this grade (e.g., a W for an F). It was surprisingly mentioned that if the committee who hears these appeals decides in favor of the student, the instructor of record is not notified.   
  
**Action Item**: Collect feedback from academic units and provide feedback to Bill Griffiths.

1. Fact Finding in College and Department on Empty Service Seats
   1. What is the status of service seats in colleges and departments? Do we have a lot of empty seats? Let Bill or any member of the FSEC (Susan Smith, Glenn Meades, Kent Altom, Austin Brown) know what you find!
2. Policy Review and the FSEC
   1. This motion was pulled by originator, Bill Griffiths.
3. President’s Comments
   1. President Schwaig thanked the Emergency Management team for their work during the recent hurricane weather. The President also noted that the incoming freshman class was the largest in KSU history and entered with an average GPA of 3.48. Nearly two-thirds of these students are first-generation college students. With the continued growth of the university, our enrollment is now over 47K. Construction is taking place on both campuses and there is an additional request of $3 million for a new research building.
4. Provost’s Comments
   1. Provost Pulinkala also thanked the Emergency Management team for their work. The Provost would like to engage the FSEC in developing protocols for moving academic operations online in emergency situations, similar to what happened during the COVID-19 pandemic. There is also a search underway for a University Librarian. As we enter portfolio review season, many senior lecturers have opted to apply for promotion to the newly created rank of Principal Lecturer.

**Motion to Adjourn Meeting made by Dr. Albert Jimenez. Seconded. All in favor, none opposed**.  
Meeting adjourned at 1:45 PM