



<b>Attendance</b> August 2018		
<b>Role</b>	<b>Name</b>	<b>Present</b>
<b>VISITORS</b>		
Distance Learning Advisory Committee	Tamara Powell	Y
University Information and Technology Services	Veronica Trammel	Y
Provost Search Committee	Jon Preston	Y
Office of Undergraduate Research (NCUR)	Amy Buddie	Y
Library	Jennifer Jacchs	Y
CHSS Distance Learning	Stephen Bartlett	Y
KSU Communications	Tammy DeMel	Y
Internal Audit	Lesley Netter-Snowden	Y
Library	Nashieli Marcano	Y
CHSS Deans Office	Thierry Leger	Y
CHSS Deans Office	Carmen Skaggs	Y
Office of Undergraduate Research (NCUR)	Chris Cornelison	Y
Technology Enhanced Learning	Charity Byan	Y
Museums, Archives, Rare Books	Amber Smith	Y
<b>LIAISONS</b>		
Staff Council		
Student Government Association		
Part-Time Faculty Council	Joanne Lee	Y
Chairs and Directors Assembly	Robbie Lieberman	Y
Deans Council		
<b>EX-OFFICIO</b>		
President	Pamela Whitten	Y
Provost and VP for Academic Affairs	Linda Noble	
Senior Associate VP for Academic Affairs	Ron Matson	
Associate VP for Academic Affairs	Val Whittlesey	
<b>SENATORS</b>		
<b>Faculty Senate President</b>	Jennifer Purcell	Y
<b>College of the Arts</b>		

Art and Design, School of	Craig Brasco	Y
Dance	McCree (David) O'Kelley	
Music, School of	Jana Young	
Theatre and Performance Studies	Jim Davis	
<b>College of Architecture and Construction Management</b>		
Architecture	Tim Frank	Y
Construction Management	Charner Rodgers	
<b>College of Computing and Software Engineering</b>		
Computer Science	Alan Shaw	
Information Technology	Ming Yang	Y
Software Engineering	Allan Fowler	Y
<b>Coles College of Business</b>		
Accountancy, School of	Cristen Dutcher	Y
Economics, Finance and Quantitative Analysis	Abhra Roy	
Information Systems	Humayun Zafar	Y
Management, Entrepreneurship, and Hospitality, Leven School of	Doug Moodie	Y
Marketing and Professional Sales	Sandra Pierquet	Y
<b>Bagwell College of Education</b>		
Educational Leadership	Nik Clegorne	Y
Elementary and Early Childhood Education	Marrielle Myers	Y
Inclusive Education	Joya Carter-Hicks	Y
Instructional Technology	Anissa Vega	Y
Secondary and Middle Grades Education	Bryan Gillis	Y
<b>WellStar College of Health and Human Services</b>		
Exercise Science and Sport Management	Laurie Tis	Y
Health Promotion and Physical Education	Peter St. Pierre	Y
Social Work and Human Services	Vanessa Robinson-Dooley	
Nursing, WellStar School of	Mary Beth Maguire	Y
<b>College of Humanities and Social Sciences</b>		
Communication and Media, School of	Justin Pettigrew	Y
Conflict Management, Peacebuilding and Development, School of	Heather Pincock	Y
English	Jeanne Bohannon	Y
Foreign Languages	Noah McLaughlin	Y
Geography and Anthropology	Paul McDaniel	Y
History and Philosophy	Marianne Holdzkom	Y

Interdisciplinary Studies	May Gao	
Government & International Affairs, School of	Steve Collins	Y
Psychological Science	Daniel Rogers	Y
Sociology and Criminal Justice	Brian Starks for Darina Lepadatu (Fall)	Y
Technical Communication and Interactive Design	Uttam Kokil	Y
<b>College of Science and Mathematics</b>		
Chemistry and Biochemistry	Michael Van Dyke	Y
Ecology, Evolution, and Organismal Biology	Joe Dirnbeger	
Mathematics	Josip Derado	Y
Molecular and Cellular Biology	Jerald Hendrix	
Physics	Russell Patrick	
Statistics and Analytical Sciences	Josip Derado	(Y)
<b>Southern Polytechnic College of Engineering and Engineering Technology</b>		
Civil and Construction Engineering	M.A. Karim	
Computer Engineering	Scott Tippens	Y
Electrical Engineering	Walter Thain	Y
Engineering Technology	Randy Emert	
Mechanical Engineering	Simon Nasserri for Mohammed S. Mayeed (Fall)	Y
Mechatronics Engineering	Ying Wang	
Systems and Industrial Engineering	Lin Li	Y
<b>University College</b>		
Culinary Sustainability and Hospitality, Michael A. Leven School of	Jonathan Brown	Y
First-Year and Transition Studies	Richard Mosholder	Y
Leadership and Integrative Studies	Ginny Boss	Y
<b>Honors College</b>		
<b>Horace W. Sturgis Library</b>	Barbara Wood	Y

Faculty Senate Meeting: **Monday, August 27<sup>th</sup> 12:30-1:45pm KSU Center Room 300**

**I. Call to Order**

The meeting was called to order at 12:30 by Jennifer Purcell. [with 32 Senators present]  
Jennifer Purcell welcomed everyone and there were introductions of all present.

**1. Introduction/Remarks from President Pamela Whitten**

President Whitten thanked everyone for their patience and support during her transition and stated she is committed to being very thoughtful about learning and understanding from many on campus. She named many of the offices and governing bodies she has visited with so far and her plans for meetings with the faculty and staff at each College. She emphasized that our students have been impressive and enthusiastic and described some keep figures about the incoming KSU class. She opened the floor to questions.

- a. A Senator welcomed President Whitten and said “we support you”. He spoke about different bubbles at KSU and said that many faculty feel they are in the “bottom bubble” and that they do not feel heard or supported by administration. He encouraged President Whitten to visit Department meetings and to “think outside the box” to address challenges at KSU. He said that faculty have often found administration to be barrier more than a help to faculty (ex. lifting enrollment to make better use of class space). He emphasized that the Provost hire is very important and that faculty seek a Provost who will listen to and work with them. He said he hoped that President Whitten will be a champion of the faculty.

President Whitten responded that she hoped the comment about faculty “at the bottom” would not be repeated because faculty and students are the heart and soul of a University. She said she came up through the ranks as a faculty member and to imply the hierarchy is confusing to her. She asked that faculty work towards not thinking this way and agreed that a new Provost is a top and urgent priority. She went on to say that Transformational change happens at University not because it is demanded on high. From my experience it happens within units. You are all the content experts and able to act more nimbly in pursuing them and that means taking responsibility/leadership for pursuing resources and revenue as well. This will result in larger and faster change. We are seeing it in many places as well. That also means having hard discussions at the unit level. She reiterated that every decision we make we should be asking how it will benefit students.

- b. A Senator asked that President Whitten keep in mind that faculty are taking pay cuts, losing online incentive pay and to recognize where we are at and how we are feeling as a result of these things.

President Whitten responded that she is sensitive to and appreciative of the frustration about lack of raises. She stressed the need to look for how else we can generate revenue.

- c. A Senator commented that a big concern for her is how time is used. She gave an example of pressure to demonstrate “quality and significance” resulting in a 40-page long ARD document while raises were not offered and come colleges write much shorter ARDs. She noted that Climate surveys have consistently pointed to service being a burden and the response was to form a committee to examine this. She asked

how can we protect some of our time while being asked to do all of these things especially when it is often having a negative effect on work/life balance?

President Whitten responded that she agrees entirely this is an issue and that Provost Noble is looking at faculty workload. She has tasked the CDA to come up with a “top ten list” of problems that need to be addressed. This will be done by a rotating committee at the CDA for as long as necessary. She encouraged faculty to speak to Chair and Directors about getting their concerns on these lists.

- d. A Senator asked if President Whitten has plans for how to address low faculty morale.

President Whitten said that there is no one thing we can do to address this. She said she is really trying to understand what are the big pockets of things that really frustrate faculty. She said she understands that not getting merit raises is not good, not healthy and that we have to keep a perspective on how many states are doing mid-year budget recisions so it’s not as bad in GA as it is in many places. She said that is not to imply that we don’t need to address it but just to put in perspective. She said she wants to know more about whether the problem is about unclear expectations and/or if people are just tired of “hard moves” as a result of the last couple of years. She said that we also need to communicate about what faculty are doing a great job at.

President Whitten concluded by reminder faculty that she coming to each college and to bring their remaining questions and comments to those meetings.

## **2. Introduction/remarks from Dr. Kris DuRocher, Faculty Director of General Education**

She shared that she is really excited to be here at KSU and hopes to visit Faculty Senate in future to report on what is happening in Gen Ed Council. She said that she and the Gen Ed Council are looking at some data and forming work groups for “student centered Gen Ed”—these work groups are open to all faculty. She asked that faculty who want to be part of this or take part in assessment to please get in touch with her.

## **II. Approval of the Agenda**

Motion to approve the amended agenda moving Jon Preston’s update on the Provost search to earlier in order to accommodate his schedule.

Seconded.

Vote: passed.

## **III. Approval of Minutes**

Motion to dispense with minutes reading.

Seconded.

Vote: passed.

## **IV. Informational**

**A. KSU Provost Search – Dean Jon Preston**

Dean Preston announced that the Provost search website is live at <http://provostsearch.kennesaw.edu/> The committee has been given its charge and the job ad is live and running nationally with an emphasis on diversity and inclusion. The leadership statement is live and will be shared with any nominees. He stressed that the best candidates will likely come from faculty so please nominate those people and the Search Firm will approach them. Funk and Associates is the search firm. He said they will be aiming to bring 8-10 candidates for airport interviews in mid-October and 3-4 candidates to visit campus in early November with open forums for all to participate in.

- i. A Senator asked him to elaborate about the emphasis on diversity and inclusion. Dean Preston explained that the search is national in scope and that ads have been placed in order to recruit a diverse pool. He said he can provide more specifics upon request.
- ii. A Senator asked why Parker was not the selected search firm which has been used in the past. Dean Preston answered that Funk and Associates was selected prior to the appointment of committee members. President Whitten responded that she learned there are no fixed search firms and so solicited bid from a number of firms and selected Funk and Associates
- iii. A Senator asked for clarification about who selected Funk and Associates. President Whitten clarified that she did.

Dean Preston concluded by emphasizing to faculty to please reach out to him with nominees, feedback, or questions.

**V. Reports**

1. Part-time Faculty Council – Joanne Lee
2. Chairs and Directors Assembly – Dr. Jeanne Bohannon
3. USG Faculty Council – Dr. Joya Hicks

Motion to dispense with readings of reports and approve them as distributed.  
Seconded. Not vote required.

**VI. Old Business**

**B. Updates on Academic Initiatives** – Dr. Jennifer Purcell provided updates/reports on relayed to her by Dr. Linda Noble

*1. Academic Master Plan*

Building of degree program dashboard is on hold pending the appointment of a new IR director (search underway).

*2. Quality Enhancement Plan (QEP)*

There was a failed search for new Director. The Provost is soliciting the Deans for recommendations for an internal interim Director. Pilot continues. Proposal (it remains a proposal until adopted by SACSCOC) will be submitted in Feb. 2019.

3. *SACSCOC Reaffirmation*

Report will be submitted Sept. 10 and site visits to take place March 26-9. Two Faculty Senate reps on the leadership team (Purcell and Brown).

4. *Momentum Year*

Draft focus areas have been provided to Deans and Departments should be reviewing them now. These are intended as advising tools only and to capture students in discipline areas of interest who are not sure yet of their exact program or major. Additional background on this will be shared with the minutes.

5. *Faculty Salary Study*

On hold pending the appointment of a new IR director (search underway). Funds haven't been committed to address salary but the salary study was initiated to collect necessary data and complete analysis to be prepared to allocate funds for salary adjustment when available in future.

- a. A Senator asked if it was a temporary or permanent pause. President Whitten responded that it is a temporary pause because they do not have an IR director to complete the study.
- b. A Senator asked why the work on the study cannot continue by other staff in IR in the absence of a Director. He noted that this will be very disappointing and hurt faculty morale and would recommend the study move forward.
- c. Humayun Zafar and Anissa Vega who were Faculty Senate reps to the salary study working group commented that a draft report was circulated in the Spring and noted that the current study included attention to gender.

Jenn Purcell indicated that the FSEC would request additional information from Provost Noble and ask about the draft report.

6. *Course Scheduling*

The new schedule requiring MWF course effective Spring 19 will require Departments to implement. If you have issues in your Department please address through DFCs/Chairs. Keep Senate informed on how this is being implemented and if there are issues.

- a. JoAnne Lee (liaison to the Part-Time Faculty Council) noted that this is on the agenda for their meeting (Wednesday afternoon). She noted that Part-Time faculty were not included in the decision and that it will have major costs including child care, transportation etc.

**C. Distance Learning Advisory Committee (DLAC) – Dr. Tamara Powell**

Dr. Powell reported that the DLAC has not yet met and that they will have more updates to come.

- a. A Senator asked why the USG e-tuition has only dropped 10% when it had been communicated as a much more dramatic cut? She also asked how KSU

will ensure the resources to support online courses will be available?

Dr. Powell responded that KSU is committed to supporting faculty to create quality online courses and programs. She said the Distance Learning Center (DLC)'s mission continues but the resources are not there. She stated that the tuition differential was reduced by 1/3 this year.

Michael Rothlisberger (Academic Fiscal Affairs Officer, Academic Affairs) explained that in the past KSU students have paid an additional amount per credit hour for online courses. He said the USG numbers reflect the total tuition amount. The online differential amount is going down by 1/3 each year. It has not yet happened for graduate online courses differentia but for the time being we are trying to be as cautious as possible. He explained that this year KSU is still receiving a 2/3 differential but that within 3 years will be at 0 in terms of the differential. He noted that a number of salaries are paid for through this differential and they are continuing to be paid. He said they are working to backfill these positions on to "hard dollars" and the specific lines that are going to be moved will be announced shortly. This backfilling is the priority. There is \$850K committed to this effort. As of Fall there is no additional pay tied to modality of teaching (aka "online incentive pay"). He said he can put this information in writing and circulate by email.

- b. A Senator noted that this deepens the credibility gap because faculty were told the differential was being cut 50% this year and would be down to 0 in 2 years.

Mr. Rothlisberger explained that until March this is what we were told by BOR (50/50) but then they changed to a 3-year phase out by 1/3 each year.

- c. A Senator pointed out that the incentive pay has allowed for expansion of enrollment and other benefits to KSU and asked why was the decision made to phase it out immediately?

Mr. Rothlisberger explained that KSU was not given discretion re: incentive pay but directed to eliminate it immediately. The university will absolutely ensure that the cuts are not absorbed solely by the Academic side.

President Whitten noted that she is still learning all the details but that she sympathizes with how frustrating it might have been to have had something that was baked in taken away and stated that "we are not playing games." She stated that a large budget cut is the result (and that KSU is not only campus that has had to manage a cut in e-tuition). She said that the Provost is working very hard to figure out how to adjust for this loss of revenue. They are working with great integrity to try to figure out how to roll it out in the least damaging way possible.

- d. A Senator stated that the DLC is very important to faculty and that she hopes to see it continue.

President Whitten said she totally agrees and ask the faculty to think about what they would like to see go away as a result of these budget cuts. It is not an easy topic for anybody.



- e. Jennifer Purcell reminded Senators that they have representatives from your departments on the DLAC and to please engage and inform those reps.

**VII. New Business**

**D. Overload Compensation Guidelines – Dr. Jennifer Purcell on behalf of Dr. Linda Noble**

Clarification that there are still valid overloads. There continue to be justified reasons for overloads. They must be pre-approved. Chairs have received clarification.

**E. OCS Mandatory Employee Information Security Training – Veronica Trammell**

USG mandates that we make sure that all employees have training (located in OwlTrain). To complete you need to click on your training plan. The status bar will indicate if you have completed the training. A half bar indicates you have not completed. Do not fast forward the video—this will interfere with successful completion. Some browsers are causing trouble ex. IE has been an issue, Chrome has been most successful. Our goal is 100% completion rate. The training takes 11 minutes to complete.

Other updates from UITS include the creation of a new status page, the availability of firstname.lastname email aliases for KSU email, and a new VPN (see information attached).

**F. Elections**

Jennifer Purcell sought nominations for open Liaison positions. Confirmed that Cristen Dutcher was previously elected to serve as FS Staff Council Liaison for 2018-2019.

Open positions:

1. FS Parliamentarian – 1 Senator (still vacant)
2. FS Student Government Association Liaison – Heather Pincock
3. QEP Operational Development Committee – Doug Moodie
4. Student Technology Fee (STF) Committee – Ginny Boss & Nik Cleghorne

Motion to vote on the slate.

Seconded.

Vote passed.

**VIII. Information Items [See attachments]**

G. National Conference on Undergraduate Research (NCUR) Updates –  
Dr. Amy Buddie

H. Academic Affairs Shared Governance Workshop – Dr. Jennifer Purcell

Dates/locations:

-Wednesday, October 10, 2018, 1:30-3:30pm

Kennesaw Campus, HS1105

-Thursday, October 11, 2018, 1:30-3:30pm

Marietta Campus, Q202

More details to come.

- I. Policy Process Council Updates – Dr. Kevin Gwaltney
  - 1. KSU Motor Vehicle Operator Policy
- J. Employee Wellness Programs and \$100 Well-being Incentive – Dessi Tzankova
- K. USG Policy Update – Conflict of Interest and Conflict of Commitment

**IX. Adjournment**

The meeting was adjourned at approximately 1:50pm.

