

Faculty Senate Minutes, August 31

Attendance: Jillian Ford, Chris Sharpe, Lei Li, Nicholas Ellwanger, Sanjuana Rodriguez, Paul McDaniel, Steve Collins, Mariel Fox, Irene McClatchey, James Gambrell, Diana Gregory, Andrew Phillip Payne, Andy Green, Amy Buddie, Tammy DeMel, Undra Baldwin, Jennifer Dickey, David Evans, Vincent Coakley, Eric Arneson, Lin Li, Jeff Delaney, Peter St. Pierre, Terry Carter, Austin Brown, Mary Beth Maguire, Trina Queen, Douglas Moodie, Justin Pettigrew, Jim Davis, Sara Doan, Ginger Sinton, Nwakaego Nkumeh, Ann Mills, Tara McDuffie, Monique Logan (Proxy for Snehal Shirke), Joanne Lee, Soctt Gordon, Robin Cheramie, Jim Wright, Md. Faruque Hossain, Kevin Gwaltney, Scott Tippens, Sophia Smith, Darola Cherenfant, Abhra Roy, David Buckman, Pam Cole, Leslie Hankey, Giovanni Loreto, Ivan Pulinkala, Ariel Turner, Andrea Knowlton, Hassan Purnaghshband, Daniel Ferreira, Kristina DuRocher, Aaron Howell, Kathy Schwaig, Heather Pincock, Tricia Chastain, Andy Pieper, Jaime Fulsang, Randy Stuart, Daniel Rogers, Ron Matson, Nancy Reichert, Gail Markle, Anissa Vega, Cristen Dutcher, Rebecca Hill, Jennifer Purcell, Laurie Tis, M. Todd Harper, Jeff Yunek, Brendan Callahan, William George Griffiths IV, Michael Van Dyke, Noah McLaughlin, Humayun Zafar

1. Faculty Senate convened virtually at 12:30 PM via Teams
2. Humayun Zafar, President, Faculty Senate, outlined some Faculty Senate Meeting Expectations.
 - a. Please complete the attendance survey (link in the chat window) if you are a senator or a guest.
 - b. Voting will be carried out electronically (link will be available in the chat window) and will be tracked. **Please only vote if you are a senator.** A non-senator voting will result in an immediate permanent ban from the faculty senate.
 - c. Use the “Raise your hand” feature in order to be recognized.

Reports

3. President’s Report, Dr. Whitten
 - a. Dr. Whitten noted that KSU was expecting a robust enrollment, which could approach 40,000 student enrollment.
 - i. First-year class from almost all states and several countries.
 - ii. First-year class is equally split in terms of gender.
 - iii. Average was 3.2 GPA for incoming first-year class.
 - iv. Increase in the colleges, most notably honors, engineering, and computer science.
 - v. Many students are enrolled fully or partially online.
 - vi. Dr. Whitten asked that faculty help the incoming first-year students feel connected during the pandemic.

- vii. She thanked housing and student affairs for helping to build a Fall 2020 opening with various activities.
 - b. Finances: Dr. Whitten noted that KSU was fortunate to have a robust enrollment, including growth during the summer. The additional tuition revenue in conjunction with CAREs money allowed the university to refund students money, while also continuing to pay staff. However, she cautioned that KSU would not be able to easily recoup the money from the 10% budget cut that it was asked to make in July. As a result, KSU is fortunate to have an increased enrollment, and, furthermore, it needs to continue its high enrollments in order to offset cuts. Moreover, increased enrollment helps KSU to pay auxillary costs.
 - c. COVID 19:
 - i. Intense planning occurred throughout the summer to prepare for the Fall Semester.
 - ii. The Presidential Taskforce on Reopening the University will continue working throughout the Fall Semester in preparation for Spring.
 - iii. KSU has begun to report numbers: We have had around 180 postive cases for the first two weeks. 90% of those have been students with a few isolated staff cases.
 - iv. While trying to mitigate behavior that would lead to increased cases has been challenging, KSU has largely been successful its social media campaigns and outreach to students.
 - v. Dr. Whitten encouraged faculty to continually refer to the KSU Covid webpage, where the numbers are now being reported.
 - vi. She also noted that faculty will be notified if a student tests positive.
 - d. The President noted that she has formed a Presidential Taskforce on Race and Diversity, which will be holding listening sessions with various campus groups in the near future. They will make recommendations to help address short-term and long-term problems surrounding issues of diversity and inclusion on campus.
 - e. Dr. Whitten noted that the University continues to hire, including a new Associate Vice President of Student Affairs and Dean of Students, Dr. Ronald Briggs; a new Deputy Chief Diversity Officer, Jeffrey Coleman; a new Vice-President of Student Affairs, Eric Arneson. Dr. Sheb True is serviing as the Interim Dean of the Graduate School.
 - f. There is a new graduate program in Computer Systems.
 - g. KSU continues to grow its research footprint and to continue promoting research with relevance through the Office of Research.
4. Provost's Report, Dr. Schwaig
 - a. The Provost thanked faculty for all the hard work that they had done preparing for the Fall semester. She also thanked the administrative and residence hall staffs. She reminded everyone to be patient and kind as we all try to navigate through these difficult times.
 - b. There have been several new faculty hires.

- c. Dr. Ron Matson will retire at the end of the year. Academic Affairs will initiate a search once they receive approval to make a critical hire for Dr. Matson's position.
- d. The Provost welcomed Dr. Marla Bell as Associate Vice Provost.
- e. Several new degrees, including an MS in Cybersecurity; a BBA in Hospitality Management; a BS in Integrated Health Science.
- f. Vice-Chancellor Tristan Denley hopes to reboot the General Education revision discussions this year.

New Business

- 5. April 27, 2020 Minutes Approved
- 6. Bylaws Revision, Randy Stuart, Senator, Marketing
 - a. The Senate needs to clarify language that allows it to elect leaders who are not senators. It is time to review this issue.
 - b. Email Dr. Zafar, President, if you are interested in looking at this and other by-law revisions.
- 7. Anti-Racism resolution, Drs. Heather Pincock and Monique Logan
 - a. The resolution asks the administration to begin acting on statements and recommendations made in the past, including heeding the recommendations put forward by the Presidential Commission on Racial and Ethnic Diversity (CORED) in October 2018 and reviewing and considering the Demands of KSUnited sent on June 9, 2020, and the Recommendations to Provost Schwaig sent by Concerned Faculty on June 9, 2020.
 - b. Dr. Doug Moddie, Senator, asked about the demands of KSUnited. Dr. Pincock noted that a link is located within the document.
 - c. Dr. Jillian Ford, Senator, asked who the letter would be sent to and what should be the expected outcome. Dr. Pincock noted that it would be sent to the administration, although she noted that this is for the Senate to consider as well as it considers various policies on race, diversity, and inclusion. At the very least, the administration should take up the recommendations made by CORED.
 - d. Drs. Rebecca Hill and William Griffiths motioned and seconded the resolution.
 - e. Resolution passed with 32 in Favor and 2 Against.
- 8. Course Caps resolution, Dr. M. Todd Harper
 - a. This resolution asks Deans and Chairs to compensate faculty who experience a significant increase in student numbers (a class worth) through raised course caps. The Dean or Chair could compensate through overload pay, a course release the following semester, an increase in travel, etc.

- b. Dr. Terry Carter, Guest, noted that several faculty had seen a dramatic increase in student load when their course caps were raised by Deans and Chairs in the fall.
- c. Dr. Daniel Rogers, Senator, noted that the handbook states that each department establishes class size. He wondered whether this took the decision out of department hands. Dr. Harper responded that this was important question, but that the recommendation did not necessarily designate who would raise course caps as much as how faculty might be compensated when those course caps are raised.
- d. Drs. Doug Moodie and Joanne Lee motioned and seconded respectively.
- e. Resolution passed: 31 in favor; 2 against.

9. Centers and Institutes Taskforce Recommendations, Dr. Ron Matson

- a. Dr. Matson noted that this was to streamline and simplify the process for establishing, evaluating, and sunseting centers and institutes. The taskforce did the following:
 - i. Established definitions for centers and institutes that would be applied consistently across campus.
 - ii. Distinguished between research and academic centers. (An academic center might be something like the Writing Center.)
 - iii. Review will be done by appropriate administrator where the center or institute is held.
 - iv. Process of implementation would begin Fall 2020.
 - v. Drs. Doug Moodie and William Griffiths motioned and seconded respectively.
 - vi. Motion passed unanimously.

10. Provost's Taskforce on Inversion and Compression, Dr. Albert Jimenez and Darina Lepadatu.

- a. The resolution addresses a formula for inversion and conversion. It also provides a tool for chairs to calculate inversion and compression in their departments.
- b. Drs. Heather Pincock and Rebecca Hill, Senators, motioned and seconded respectively.
- c. Dr. Stephen Collins, Senator, thank the taskforce for diligence in the report. He noted a concern with the recommendations. While the recommendations address inversion and compression between the ranks through an increase in raises at the time of promotion, it does not address inversion or compression at the level of Full Professor and Senior Lecturer where there is no longer a higher level to be promoted to and receive a raise. He noted that we should fully fund increases to address inversion and compression across the board. KSU is in a

better financial situation with increased enrollment, money from the CARES Act, and higher revenue in Georgia.

- d. Dr. Lepadatu asked for the Provost and President's support in providing a timeline. She also noted that how inversion and compression has been addressed needs to be reported annually. Dr. Schwaig noted that she would need a formal recommendation from the faculty.
 - e. Dr. Griffith inquired about the math formula used to calculate a solution. Dr. Lepadatu noted that she had worked with chairs as well as the math department to establish the formula.
 - f. Randy Stuart, Senator, motioned to table to allow further discussion at the next meeting.
 - g. Motion to table passed. Dr. Lepadatu requested senators to take the recommendations to their department.
11. Covid Counter Request, Dr. Stephen Collins
- a. Dr. Collins stated that he will be presenting a revised motion. He appreciated the administration's response to stakeholders to begin reporting on KSU Covid numbers, but noted that more needs to be done. He did note that while those numbers are now on the Covid webpage, they are difficult to access. He also wondered whether the university could track the trends and locations of viruses by campus and by college. Provost Schwaig said that she would need to review and that she could not make a commitment at the meeting.
12. Meeting adjourned at 2:00