



February 2019 Faculty Senate Meeting Agenda

Faculty Senate Meeting: Monday, Feb. 11th 12:30-1:45pm Marietta Ballroom A-B

Attendance		
February 11, 2019		
Role	Name	
LIAISONS		
Staff Council	Angela Beam (Chris Griffin- proxy)	Y
Student Government Association		
Part-Time Faculty Council	Joanne Lee	Y
Chairs and Directors Assembly	Robbie Lieberman	Y
Deans Council		
EX-OFFICIO		
President	Pamela Whitten	Y
Provost and VP for Academic Affairs	Ron Matson	Y
Senior Associate VP for Academic Affairs		
Associate VP for Academic Affairs		
SENATORS		
Faculty Senate President	Jennifer Purcell	Y
Past-President FSEC (proxy for Joya Carter-Hicks)	Ken White	Y
College of the Arts		
Art and Design, School of	Craig Brasco	Y
Dance	McCree (David) O'Kelley	
Music, School of	Jeff Yunek	Y
Theatre and Performance Studies	Jim Davis	
College of Architecture and Construction Management		
Architecture	Tim Frank	Y
Construction Management	Charner Rodgers	
College of Computing and Software Engineering		
Computer Science	Ken Hoganson	
Information Technology	Ming Yang (Lei Li)	Y
Software Engineering	Allan Fowler	Y
Coles College of Business		
Accountancy, School of	Cristen Dutcher	Y
Economics, Finance and Quantitative Analysis	Abhra Roy	Y

Information Systems	Humayun Zafar	Y
Management, Entrepreneurship, and Hospitality, Leven School of	Doug Moodie	Y
Marketing and Professional Sales	Sandra Pierquet	Y
Bagwell College of Education		
Educational Leadership	Nik Clegorne	
Elementary and Early Childhood Education	Marrielle Myers	Y
Inclusive Education	James Gambrell for Joya Carter-Hicks (Spring)	Y
Instructional Technology	Anissa Vega	Y
Secondary and Middle Grades Education	Bryan Gillis	
WellStar College of Health and Human Services		
Exercise Science and Sport Management	Laurie Tis	Y
Health Promotion and Physical Education	Peter St. Pierre	Y
Social Work and Human Services	Rene McClatchey	Y
Nursing, WellStar School of	Mary Beth Maguire	
College of Humanities and Social Sciences		
Communication and Media, School of	Justin Pettigrew	Y
Conflict Management, Peacebuilding and Development, School of	Heather Pincock	Y
English	Todd Harper	Y
Foreign Languages	Noah McLaughlin	Y
Geography and Anthropology	Paul McDaniel	Y
History and Philosophy	Marianne Holdzkom	Y
Interdisciplinary Studies	May Gao	Y
Government & International Affairs, School of	Steve Collins	Y
Psychological Science	Daniel Rogers	Y
Sociology and Criminal Justice	Darina Lepadatu	Y
Technical Communication and Interactive Design	Uttam Kokil	Y
College of Science and Mathematics		
Chemistry and Biochemistry	Michael Van Dyke	Y
Ecology, Evolution, and Organismal Biology	Joe Dirnbeger	
Mathematics	Bill Griffiths (proxy Sarah Holliday)	Y
Molecular and Cellular Biology	Jerald Hendrix (Michael Van Dyke- proxy)	Y
Physics	Russell Patrick	
Statistics and Analytical Sciences	Bill Griffiths (proxy Sarah Holliday)	Y

Southern Polytechnic College of Engineering and Engineering Technology		
Civil and Construction Engineering	Matthew Wilson	Y
Computer Engineering	Scott Tippens	
Electrical Engineering	Walter Thain	Y
Engineering Technology	David Stolberg	Y
Mechanical Engineering	Mohammed S. Mayeed	
Mechatronics Engineering	Ying Wang	
Systems and Industrial Engineering	Lin Li	
University College		
Culinary Sustainability and Hospitality, Michael A. Leven School of	Jonathan Brown	
First-Year and Transition Studies	Richard Mosholder	Y
Leadership and Integrative Studies	Ginny Boss	Y
Honors College		
Horace W. Sturgis Library	Barbara Wood	Y
Part-Time Faculty Council	Joanne Lee	Y
VISITORS		
Policy Process Chair	Kevin Gwaltney	Y
Information Technology Advisory Committee (ITAC) Chair	Heather Abbott-Lyon	Y
Student Technology Fee Advisory Committee (SCFAC) Chair	Cheryl Hassman	Y
Associate Controller-Budget	Jamie Fernandes	Y
Academic Fiscal Affairs Officer	Michael Rothlisberger	Y
Executive Director, Events, Camps&Conferences & General Manager of Sports Recreation	Zachary Kerns	Y
Interim Executive Director for Technology Enhanced Learning	Tammy Powell	Y
Associate Professor Political Science	Andy Pieper	Y
Assistant Professor English	Pete Rorabaugh	Y
Staff Senator, President Elect	David Tatu	Y
Chief Institutional Auditor	Lesley Netter-Snowden	Y
Chief Business Officer	Julie Peterson	Y
SGA, Senator for SPCEET	Vincent Coakley	Y
Student	Camille Atlan	Y
SGA, Director of External Affairs	Matthew Weese	Y
Professor of American Studies	Rebecca Hill	Y
Ombuds	Tim Hedeem	Y
Executive Director, CETL	Michele DiPietro	Y

I. Call to Order

A. Welcome – Dr. Jennifer Purcell

The meet was called to order at 12:30pm. Jennifer Purcell asked Senators to email her to volunteer for the planning committee for the upcoming shared governance forum.

B. President's Update – President Pamela Whitten

- 1) New Provost Kat Schwaig, starts Feb 18, Kat Schwaig.
- 2) New Vice President for Research Dr. Phaedra Corso—reach out to her with your input about improving Office of Research.
- 3) 24/7 study spaces have been opened on both campuses based on feedback from students last semester seeking safe space late at night. Marietta— in the Residential Community Center near Howell Hall. Kennesaw- Northside of Commons after library closes.
- 4) NCUR coming up (April 11-13). 10% of presentations from KSU students. To the credit of faculty who have helped students put their proposals together. Will be a showcase for KSU.
- 5) Pink Day at Women's Basketball on Saturday. We won by about 20 points. Celebrate breast cancer awareness and especially meaningful as our Women's basketball coach is recovering from breast cancer.
- 6) Just came from a meeting at the Capitol with Governor Kemp. Our VP of Government Affairs secured us time with Governor and his staff to highlight good things at KSU. He was interested and receptive. Gave him some talking points for going around the state. Thanked him for putting the new Academic Learning Center in the budget—may not end up being funded but still a good step. Personally thanked him for including merit raises.

C. Provost's Update – Interim Provost Ron Matson

Announced there would be a second round of awards this semester. He turns it over the Michele DiPietro, Executive Director of CETL to elaborate:

Michele DiPietro said that the call and extra communication went out to the Deans and Chairs. The process is almost the same as it's been before. Exceptions:

- 1) New timeline. Announcement and celebration happens in April. People no longer on contract in Fall have not been able to accept awards as well as Part-Time award winners who don't return.
- 2) Two rounds of proposal: Dr. Whitten found the extra \$108K for a second round. The timeline is more tight.
- 3) Criteria and application elements are the same. The nomination process is changing. Used to be self-nomination but now it will be coming from the Deans. Dean nominates, Chairs write a letter of support. Each College can submit as many nominations as they want in each category—specifically to make sure much larger Colleges are not disadvantaged. Colleges with awards (not all have) may not have a College level award for every category—your Deans have a minimal quality control (ex. if a faculty member is not meeting expectations a Dean may not put them up)
- 4) We know the process is not perfect. Provost Schwaig will form a task force to look at the process for the next cycle.

Ron Matson continued, that he is working with Pam Cole on a problem with required credit hours in Gen Ed. Some Gen Ed requirements are 42 (minimum for BOR) some are 45 (above and beyond). In some cases, some hours need to be moved down to Area

F. In some cases, degree requirements are above what is allowable. She will be reaching out to Colleges to ask for a program audit to start going through to check the math on programs where this is needed. This is ongoing, and more details will follow.

He also said it would be his last meeting as Interim Provost. He thanked everyone for their support and asked that faculty give Kat leeway as she transitions. She's got a great attitude and will be happy to work with all of us. We are all in this together to make sure our students get the best education, that faculty can be successful, and that staff who support us all can do their job.

Senator Todd Harper thanks Ron Matson for his service and asked when are the revisions to Gen Ed program going to be happening?

Ron Matson said this will be based on the program audits because some are not in compliance. We will wait for more guidance from Pam (Cole) to move forward. It costs our students, takes them longer to graduate so there is some urgency.

Senator Darina Lepadatu thanks Ron Matson for his service and asked a question about faculty awards. This announcement really sent shock waves through the departments. This happened without consultation/shared governance. Created chaos because Feb. 1 was the Department deadline. Why couldn't we decide today for next year why is the change one after the other coming and everything happening overnight, and faculty are not consulted.

Ron Matson said there is money this year to facilitate the transition and double the awards and we don't know if that money will be there next year. We are trying to get problems with how the awards are structured fixed sooner or later. Process is all the same.

Senator Darina Lepadatu said that if it was put this way it makes sense but there was no justification offered when the changes were announced. Better communication and justification would be appreciated.

Senate President Jenn Purcell asked if there is a limit of number of nominees from each College?

Ron Matson said no but the nominations come from the Dean.

Senate President Jenn Purcell asked if she wants to nominate a colleague for an award how would she do so?

Ron Matson answered that she should push it through award process in your college if that exists. You'll have to ask your Dean what mechanism they are going to use. The encouragement is to use existing processes in the Colleges.

Senate President Jenn Purcell asked for a clarification, is the Feb. 28 deadline coming from the Dean or is that the deadline for us to communicate with our Deans.

Ron Matson said that's when the packet has to be with the Dean. Committees have to meet in March to make decision and prepare the awards.

Senate President Jenn Purcell confirmed that faculty who have not heard from their Deans about the process in light of these changes should seek clarification from them immediately.

Senator Marielle Myers said because of the timeline and also that some colleges do not having an awards committee while some colleges with awards committees do this earlier, there has been some chaos and confusion. The new deadline of Feb. 11 means that for those people needing external letters of support—this gives people a week or two turnaround time. Also, another piece of confusion is whether the Dean can say yay or nay to some applications which introduces another layer of concerns.

Senator Darina Lepadatu asked about winners from previous years, do they have to go through the same process? Faculty who have received awards at the college level but have not submitted at the university level. This year we have winners from the past.

Ron Matson said yes, they would all go through the Dean.

Senator Darina Lepadatu said that they should expect much larger number of candidates.

Ron Matson said that's good. In some cases, we've had low nominees/no nominees. That's a good problem to have.

Michele DiPietro said that because the University wide process has not changed, somebody considering applying would still need these things, the deadline has just been pushed from March 15 to Feb. 28.

Senator Marielle Myers said in addition to the timeline cut back there is still confusion on the process. Do I need to ask my Dean first? We still haven't heard anything in Bagwell so there is still confusion.

Ron Matson said there has been some miscommunication clearly and that everyone should start now on awards applications.

Senator Heather Pincock said that this conversation was quite reminiscent of a certain sense of urgency around changes that we've had announced without any consultation and in this case in particular, it is unclear what the need is for the change to occur on this timeline. We are hearing here today for the first time that the reason is because there's more money available and we don't want to leave that money on the table, but this was not communicated to anyone until today. Pushing the timeline back two weeks does affect people planning to solicit external letters because that's about the window of time to give someone as lead time for that kind of request. This is not an isolated instance and, for her personally, contributing to a lot of frustration in terms of how faculty are involved or not involved in decision making.

Senator Marielle Myers asked how long did the Deans have notice that this was coming?

Ron Matson said the email went out to everyone the same day (Feb. 1).

Senate President Jenn Purcell said that our concern is we appreciate the opportunity to honor the work of our faculty colleagues and this is a short period of time and there is no clear process. The rationale makes complete sense and thank you President Whitten for finding that money because we know that is a delicate relationship with the Foundation but again clarity on the process is needed so perhaps some communication between you and the Deans could occur so that faculty know what the process is and there's no question for us.

Ron Matson asked that faculty send him their questions, so he can respond and clarify.

Senate President Jenn Purcell asked that Senators send their questions or let her know after the meeting so that we can get answers from Ron Matson.

II. Approval of the Agenda

Senator Steve Collins moved to amend the agenda to move **Faculty Workload Handbook Language up from New Business to Old Business (since it was a continuation of discussions from the previous meeting). Seconded. Passed unanimously.**

III. Approval of Minutes

Jenn Purcell announced that the **January minutes would be circulated later today and asked for a motion to approve them at the next meeting. Moved, seconded. Passed unanimously.**

IV. Reports

Jenn Purcell announced that the **Jan and Feb reports will be coming by email to Senators. Motion, seconded.**

V. Old Business

A. Faculty Workload Handbook Language Proposal – Dr. Ron Matson

Ron Matson explained that after the last meeting, the new proposed language was in red. The new additional proposed language is in blue. He worked with Senators Allan Fowler, and Noah McLaughlin, and Todd Harper. A section about “needs of colleges and departments” was taken out. Proposal is to add red and blue language minus the language that is struck through to the existing language in black.

Senator Todd Harper thanked Ron for helping us out on this and particularly thanked him for the battle they fought over the weekend. As you may or may not know we had a CHSS forum on the language in our College. A couple of issues came up and they were cause for concern

First—regarding the timeline, one of the things that came up was that if the College workload language is not passed by the end of the year then Linda Noble's memo goes into effect. For a department like mine that is working very hard that is a very tall order. We are working in good faith and have been since November when we were given authority about what to do. I'm worried that we've been set up to fail in doing something that I don't necessarily think is a bad idea.

Second, there is still among some of us an uncertainty about the purpose. Are we doing this to help faculty to place them in what is best for them in terms of their talent or are we doing this because Chairs have neglected to place faculty on higher teaching load, or are we doing this because we really need to shore up resources because we rely heavily on contingent faculty. It's not clear why we're doing this and as a writing professor when your students don't know the purpose, the product is not very good.

Towards the first concern, I'd really like to slow this down because my department has to differentiate between very different kinds of products (ex. poems, digital documents, articles). It really takes a discussion. I'd like to slow down this process.

Senator Jeff Yunek asked if there is grandfathering as part of this. He explained that his department (Music) has a lot of people on 4/4 loads who were not hired for their research capacity.

Ron Matson replied that as far as the purpose, the three things Todd Harper stated are all in there. He referred us to the Memo from Linda Noble and the FAQs that he was asked to write. All of the above to some degree. Number one in his view is transparency. The timeline he admitted is aggressive. It requires specifying percentages but does not require a change in metrics. Those can be changed later on. We are in ARD season right now and we need to have something for the faculty to know. At the College level there may have to be more work done—ultimately P&T metrics may need to change but not at this time.

As for as the grandfathering, he asked if this was referring tenure track faculty?

Senator Jeff Yunek responded yes for tenure-track faculty and tenured faculty.

Ron Matson said there is not really grandfathering per say but it has always been the case that everything is negotiable.

Senator Jeff Yunek responded that he had been consistently on an 80/10/10 load and the language saying 20% minimum for research for tenure and promotion makes him really scared. The quality of my work was highly regarded, he won the Salarno award and so it's not like he's not doing a good job. If it isn't grandfathered, and he is midway through his tenure track and needs a 20% minimum that is makes him stay up at night.

Ron Matson said that maybe what you're already doing is 20%. Can you tell me what quantifies 10%

Senator Jeff Yunek said the load in which he is being assessed is 10%.

Ron Matson said that he should not have to guess what that is, and it should be clear to you and other faculty exactly what that is.

Senator Jeff Yunek explained that in his Department many people are on research loads below 20% and changing this would require a reduction of teaching and additional lines. He very much wants to be on 60/30/10 personally but as the School of Music we have not yet assessed and seen the full repercussions of implementing this change. We need to slow down the process in order to take stock.

Senator James Gambrell said that people in his department have expressed concerns about the language of “negotiated with chair” because there are equity problems in these kinds of negotiations that disadvantage faculty according to their gender and race. He asked what equity processes are in place if faculty disagree with the Chair’s allocation of workload?

Ron Matson said that this is already in there and it is the Dean. We hope this makes it clearer.

Senator Steve Collins said he thought it would be beneficial if a discrete appeals process were added. If a faculty member objects, then they could take it to a faculty committee in their college for review.

Ron Matson said it was something we can talk about, but his initial reaction is that this could have some problems in terms of timing.

Senator Justin Pettigrew said that the reference to 3 years of annual reviews is new language to him and wondered why it is 3 years if we are still working on a 5-year P&T process?

Ron Matson invited Noah or Allan, whoever proposed it, to speak up but that he understood it as a rolling term.

Senator Noah McLaughlin said we could certainly change it to five.

Ron Matson asked what would happen to faculty in their third or fourth year?

Senator Todd Harper said that it was his understanding is that Coles has five years and that his constituents support five years.

Senator Laurie Tis said that the only three-year review period we have is pre-tenure. Everything after that including promotion to Full and PTR is five years.

Senator Steve Collins said it was unlikely faculty in their first five years would be changing from a 60/30/10 in most cases.

Senator Doug Moodie moved to change the language to “five years of annual reviews”.
Seconded. Passed unanimously

Senator Daniel Rogers said that he thought the language change improves things but

that it would be beneficial if there was a statement to say, “faculty meeting and exceeding expectations would not be required to change to a different workload model.” **He moved to add a last sentence: “Faculty meeting or exceeding expectations on their existing workload model will not be required to change to a different workload model.”**

Seconded.

Discussion:

Senator Marielle Myers said that this came up during the FSEC meeting and asked doesn't it say somewhere else in the Faculty Handbook that the Chairs still have the power to put needs first. She clarified that she agrees but wanted to provide more context. She said another concern that had been raised was the scenario of taking one for the team and picking up a heavier teaching load to help your Department but making sure that you can't be stuck on that greater load forever, again relating to the cultural and gender issues that James raised.

Senator Humayun Zafar asked why there is a worry that you can be forced to switch tracks? He said that in Coles, nobody can force you unless you are underperforming. But otherwise it's up to you. We are in Coles and we don't take one for the team. If you meet or exceed the Chair can't force you to teach more classes.

Senator Laurie Tis replied that maybe in Coles you can't be forced to take one for the team but many of us have been forced to do so for 12 years. Going to 60/30/10 is going to be quite a challenge. Meeting the needs of Department and our students and getting an individual to anything resembling 20-30% research load is completely unrealistic. We don't have enough faculty lines or enough money.

Senator Marielle Myers said there are two questions, first, can you be forced? And second, if you are forced for one year, how do you get back? With the current rotation of Chairs and Deans who knows what can happen.

Senate President Jenn Purcell said that if the overloads or taking one for the team consistently falls on certain lines then that's a liability for the University and we are trying to be thoughtful and provide recommendations for language to help safeguard this.

Ron Matson said that this would all be documented in your FPA and ARD.

Senator Marielle Myers asked what happens when people have done this for 12 years. What is in place to protect faculty?

Ron Matson said he can't speak to that specific example, but this is a scenario where the Chair would make the case for additional faculty lines.

Senator Heather Pincock said that Departments argue for faculty lines unsuccessfully all the time.

Ron Matson said he respectfully disagrees because all the faculty lines are always distributed. Whether there is enough or not that is a separate issue. The

Colleges have been given faculty lines.

FSEC Member Ken White interjected with a point of order, there is a motion on the floor.

Senator Heather Pincock restated the motion to add a last sentence: "Faculty meeting or exceeding expectations on their existing workload model will not be required to change to a different workload model."

Senator David Stolberg said that the language in blue seems to already address these concerns.

Senator Matthew Wilson said to make other faculty feel better about the overloads, in his department they just increase class sizes without telling us instead.

Senator Jeff Yunek said that the new blue doesn't get rid of a 20% specter or clarify if he would be allowed to go on an 80/10/10 and still be tenured and promoted.

Senator Noah McLaughlin asked if it was permitted to put this amendment in the Handbook at all.

Senator Heather Pincock shared two comments. First going back to Jeff's comment, she shared that she had recently learned that the 80/10/10 load is the way the Music Department delivers one on one music lessons and that this is quite essential to the teaching model in this department. It may be unfamiliar to many of us but the 20% research minimum creates a massive problem in this department. Second in response to Noah's question, she said that the Faculty Senate is a deliberative body, we provide input to our leadership about policy changes and what we feel is in our interest and what we feel represents our concerns so she was not sure that we should engage a discussion about what we are permitted to do, we can certainly get input about what voting for a change like this would mean, and hear that as we weigh the issue, but she suggested that we don't need to ask permission to vote on an amendment that we think would benefit us.

Question called. Approved.

Vote on the motion to add a last sentence: "Faculty meeting or exceeding expectations on their existing workload model will not be required to change to a different workload model."

34 in favor.

1 opposed.

The motion passed.

Senator Todd Harper moved to add the following sentence "To ensure equitable and fair decision-making, Colleges will develop processes for faculty to appeal decisions of the Chair and Dean."

Collins Second.

Discussion:

Pete Rorabaugh asked if there should be something added about a timeline about development of those processes.

Senate President Jenn Purcell said that the best place for this might not be in the Faculty Handbook. It might be a separate motion in the form of a recommendation to the Provost's Office.

The motion passed unanimously.

Senator Doug Moodie moved to approve the language as amended. Seconded. Discussion:

Senator Heather Pincock—moved to go to Executive Session. Seconded. Passed unanimously.

The remainder of the meeting took place in Executive Session. The Senate voted unanimously to make the following resolution public:

In light of our discussion today, the Faculty Senate acknowledges that good progress has been made in collaboration with Academic Affairs on improving the proposed Workload Language in the Faculty Handbook. The Faculty Senate also recognizes that the concerns of some Colleges have not yet been incorporated and resolves to expand the ad-hoc subcommittee on Workload Language to include representation from each of the tenuring Colleges to report at next month's meeting on the status of their progress.